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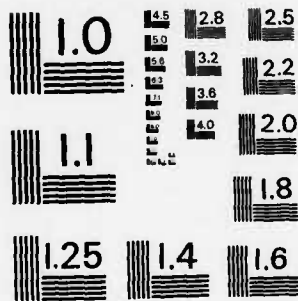
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NAVY PERSONNEL RESEARCH AND DEVELOPMENT CENTER SAN DIEGO CALIFORNIA 92152

NPRDC SR 77-12

SEPTEMBER 1977

ESTIMATION OF PAY ENTRY BASE DATE (PEBD)  
ENLISTED PERSONNEL RATING FORCE STRUCTURES  
FROM TOTAL ACTIVE FEDERAL MILITARY  
SERVICE (TAFMS) DATA

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Special Report 77-12

September 1977

ESTIMATION OF PAY ENTRY BASE DATE (PEBD)  
ENLISTED PERSONNEL: RATING FORCE STRUCTURES  
FROM TOTAL ACTIVE FEDERAL MILITARY SERVICE (TAFMS) DATA

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# FOREWORD

The research and development effort described in this report was in support of the BUPERS Management Support Program (FAST Data Base) Project. The overall objective of the FAST Data Base project is to provide the necessary R&D, analysis, and data processing support required to transform the computerized data bases used by the BUPERS Active Enlisted Plans Branch (PERS-212) from length-of-service (LOS) based on Pay Entry Base Date (PEBD) to LOS based on Total Active Federal Military Service (TAFMS). The effort described herein supplements Navy Personnel Research and Development Center Special Report 77-9, Techniques for Estimating Pay Entry Base Date Enlisted Personnel Force Structures from Data Categorized by Total Active Federal Military Service. Computer software supporting computation of recommended estimation procedures has been presented to PERS-212 and is undergoing implementation.

Acknowledgements are due to Mr. Norman Lonsdale and Dr. Kenneth Leland for their valuable assistance during the data processing phases of this study.

J. J. CLARKIN  
Commanding Officer

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## SUMMARY

### Problem

The payroll cost of enlisted personnel rating force structures whose length of service (LOS) is defined in terms of Total Active Federal Military Service (TAFMS) is not directly calculable. This is due to the fact that basic pay is related to LOS computed on the basis of Pay Entry Base Date (PEBD), not TAFMS. To determine the cost of future enlisted inventories, techniques previously were investigated to estimate the cost of ALNAV TAFMS force structures. The best of these techniques, however, possess implementational difficulties when one attempts to estimate the payroll cost of individual TAFMS rating inventories. Modifications are therefore necessary to obtain an easily implemented technique for converting TAFMS rating inventories into corresponding PEBD force structures.

### Objective

The purpose of this research effort is to obtain and evaluate a mathematical technique to estimate PEBD rating force structure inventories from TAFMS force structure data.

### Approach

Exponential smoothing techniques were utilized to obtain estimates of TAFMS to PEBD rating inventory conversion factors. The data base studied consisted of all TAFMS and PEBD rating inventories for the period FY 1971-1976. The obtained factors were then employed to estimate 30 June 1976 PEBD rating inventories from the corresponding 30 June 1976 TAFMS rating inventories. In this way, estimates of 96 PEBD rating inventories were obtained and compared to the actual PEBD inventory of the corresponding rate code.

### Results

1. Of the 96 ratings, 72 were estimated to within  $\pm \$4,000$  of actual PEBD rating cost; and 70, to within  $\pm .3$  percent of their actual PEBD rating cost.
2. The average absolute difference between estimated and actual PEBD rating cost was \$3,087, or .23 percent of actual PEBD rating cost.

### Conclusions

A statistical technique based upon exponential smoothing provides accurate PEBD rating and ALNAV force structure estimates.

### Recommendations

The aforementioned technique should be employed to estimate PEBD force structure rating inventories from TAFMS data. If a consistent procedure is desired, this technique may also be utilized to convert ALNAV TAFMS inventories into PEBD.

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## INTRODUCTION

### Problem

The cost of enlisted personnel rating force structures is not directly calculable when length of service is measured by Total Active Federal Military Service (TAFMS). Since the pay of enlisted personnel is determined by length of service measured from Pay Entry Base Date (PEBD), techniques to estimate PEBD force structures from data arranged by TAFMS are required. This monograph discusses a procedure that estimates PEBD force structures from TAFMS data.

### Purpose

The purpose of this effort was to develop a procedure that accurately estimates PEBD rating force structure data from corresponding TAFMS inventories.

### Background

In November 1974, the Department of Defense<sup>1</sup> directed all services to compute LOS of enlisted personnel on the basis of TAFMS. Since the cost of force structures computed in this manner is not directly calculable, it was necessary to develop procedures that estimate PEBD force structures from TAFMS data. Navy Personnel Research and Development Center Special Report 77-9<sup>2</sup> presented an analysis of various ALNAV TAFMS/PEBD estimation techniques. The best of these techniques present implementational difficulties when one attempts to estimate rating inventories due to the relatively low year-to-year variability of many individual force-structure cells. In order to remedy this problem, additional estimation procedures were investigated.

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<sup>1</sup>Department of Defense. Enlisted personnel management planning and reporting (DoD Instruction 1300.14). Washington, D. C.: 19 November 1974.

<sup>2</sup>Borack, J. I. Techniques for estimating pay entry base date enlisted personnel force structures from data categorized by total active federal military service (NPRDC Special Report 77-9). San Diego: Navy Personnel Research and Development Center, May 1977.



# METHODOLOGY

Research investigating procedures to convert ALNAV TAFMS force structures into PEBD indicated that methods that estimate cell-by-cell conversion factors followed by apportionment generally outperformed other techniques in terms of their ability to accurately estimate total force structure cost (see Footnote 1, Borack, 1977). These techniques have the following form:<sup>3</sup>

$$\hat{P}_{jk} = \hat{\alpha}_{jk} T_{jk}$$

where

$\hat{P}_{jk}$  is the estimated value of PEBD force structure matrix cell  $j,k$ ;

$T_{jk}$  is the value of TAFMS force structure matrix cell  $j,k$ ; and

$\hat{\alpha}_{jk}$  is an estimated conversion factor,  $\hat{\alpha}_{jk} \geq 0$ .

Techniques for determining  $\alpha_{jk}$  that provided accurate force structure cost estimates included (1) 6-year moving ratio estimation, and (2) utilization of the prior-year conversion factor. Notationally, let  $(T_{i-6,j,k}, T_{i-5,j,k}, \dots, T_{i-1,j,k})$  represent TAFMS force structure inventories of paygrade  $k$  and length of service  $j$  for the 6 years preceeding the year,  $i$ , to be estimated. Similarly, let  $(P_{i-6,j,k}, P_{i-5,j,k}, \dots, P_{i-1,j,k})$  represent PEBD force structure inventories of paygrade  $k$  and length of service  $j$  for the 6 years preceeding the year,  $i$ , to be estimated. A 6-year moving ratio estimate of  $\alpha_{jk}$  is formed by using the ratio

$$\hat{\alpha}_{jk} = \frac{\sum_{i*=i-6}^{i-1} P_{i*,j,k}}{\sum_{i*=i-6}^{i-1} T_{i*,j,k}} \quad (1)$$

A prior-year conversion factor estimate is formed by using the ratio

$$\hat{\alpha}_{jk} = P_{i-1,j,k} / T_{i-1,j,k} \quad (2)$$

<sup>3</sup>Throughout this discussion, subscripts  $j$  and  $k$  represent LOS ( $[0-1]$  years  $\leq j \leq [30+]$  years) and paygrade ( $[E1] \leq k \leq [E9]$ ), respectively.

For notational simplicity,  $j = [0,1] = 1, j = [1,2] = 2, \dots, j = [30+] = 31; k = [E1] = 1, k = [E2] = 2, \dots, k = [E9] = 9$ .

In general, technique (2) provided somewhat more accurate ALNAV cost estimates than technique (1). Utilizing this result in conjunction with the desire to avoid total reliance upon previous year data, the estimation procedure

$$\hat{\alpha}_{jk} = P_{i^*,j,k}^{(S)} / T_{i^*,j,k}^{(S)} \quad (3)$$

was followed, where  $P_{i^*,j,k}^{(S)}$  and  $T_{i^*,j,k}^{(S)}$  represent the exponentially smoothed results of the 6-year sequences  $(P_{i-6,j,k}, P_{i-5,j,k}, \dots, P_{i-1,j,k})$  and  $(T_{i-6,j,k}, T_{i-5,j,k}, \dots, T_{i-1,j,k})$  respectively.<sup>4,5</sup> A smoothing factor of .5 was used in order to provide major, but not total, reliance upon data from the previous year.

When  $T_{i^*,j,k}^{(S)} = 0$ , it is not possible to calculate  $\hat{\alpha}_{jk}$  using procedure (3). In these cases,  $\hat{P}_{jk}$  is estimated using the formula,

$$\hat{P}_{jk} = \frac{\sum_{i^*=i-6}^{i^*=i-1} P_{i^*,j,k}}{\sum_{i^*=i-6}^{i^*=i-1} P_{i^*,k} T_{i^*,k}} \quad (4)$$

This is essentially a 6-year moving ratio estimate of the percentage of individuals in paygrade k who have PEBD length of service j.

Utilizing the aforementioned estimation procedure, it is possible that the total number of individuals estimated to be in PEBD paygrade k will not be equal to the corresponding TAFMS paygrade inventory.

---


$$\begin{aligned} {}^4P_{i^*,j,k}^{(S)} = & .5P_{i-1,j,k} + .25P_{i-2,j,k} + .125P_{i-3,j,k} + .0625P_{i-4,j,k} \\ & + .03125P_{i-5,j,k} + .03125P_{i-6,j,k} \end{aligned}$$

<sup>5</sup>For discussions of exponential smoothing, see the following by Brown, R. G.: Smoothing, forecasting, and prediction of discrete time series. Englewood Cliffs: NJ: Prentice Hall, 1963, and Statistical forecasting for inventory control. New York: McGraw-Hill, 1959.

<sup>6</sup>If  $T_{i^*,k} = 0$ , or  $\sum_{i^*=i-6}^{i^*=i-1} P_{i^*,j,k} = 0$ ,  $\hat{P}_{jk} = 0$ .

Notationally, let  $T_{\cdot k}$  represent the total number of individuals in TAFMS paygrade k. Also let

$$\hat{P}_{\cdot k} = \sum_{j=1}^{31} \hat{P}_{jk} \quad (5)$$

represent the sum of all individual cell PEBD estimates for paygrade k, and let  $P_{\cdot k}$  = the actual total number of individuals in PEBD paygrade k. Since  $P_{\cdot k}$  must be equal to  $T_{\cdot k}$ , the difference,  $T_{\cdot k} - \hat{P}_{\cdot k}$ , is apportioned to individual cells through the formula

$$[(T_{\cdot k} - \hat{P}_{\cdot k}) / \hat{P}_{\cdot k}] \times \hat{P}_{jk} \quad (6)$$

It can then easily be seen that the apportioned values of  $\hat{P}_{jk}$ ,  $\hat{P}_{jk}^{(A)}$  have the property that

$$\sum_{j=1}^{31} \hat{P}_{jk}^{(A)} = T_{\cdot k} = P_{\cdot k} \quad (7)$$

A FORTRAN computer program subroutine, ESPEBD, has been written which estimates PEBD rating inventories from TAFMS data in accordance with the above methodology. ESPEBD documentation is presented in the appendix.

## RESULTS

To assess the accuracy of the aforementioned estimation procedure, the 6-year TAFMS and PEBD rating inventories for FY 1971-1976 were used to obtain conversion factors for 30 June 1976.

Table 1 presents the estimated and actual monthly payroll cost for each rating as of 30 June 1976. The payroll table utilized in these calculations is presented in Table 2.

Figure 1 presents frequency distributions of estimated and actual monthly payroll costs of ratings. As shown, these distributions are identical; most ratings have monthly costs of less than \$1,600,000.

Figure 2 represents the frequency distribution of cost errors; that is, the difference between estimated and actual rating cost. The distribution is symmetric, indicating no discernable bias in terms of systematic rating cost overestimates or underestimates. Additionally, most errors were of a magnitude less than \$4,000. Figure 3, which illustrates the percentage frequency distribution of cost errors, shows that most estimates fell within  $\pm 3$  percent of the actual rating cost.

Table 3 provides a statistical summary of the TAFMS/PEBD conversion procedure for ratings. As shown, the average rate code was estimated with absolute cost error of approximately \$3,087, or .23 percent. Finally, Table 4 presents the results of applying the conversion methodology to ALNAV data for FY 1972-1977. In no year were estimates in error by more than approximately \$435,000, with observed errors less than \$200,000 in 5 of the 6 years studied. Percentage errors were never observed to be greater than approximately .16 percent, and were less than .10 percent in 5 of the observed years.

Table 1  
Comparisons Between Estimated and Actual Costs of Ratings

Rate Code	Number of Individuals	Estimated Cost	Actual Cost	Est-Act Cost	Percent Error
100	8251	5439502.94	5453819.87	-14316.94	-.262512
150	581	472255.39	473885.98	-1630.59	-.344089
200	4207	2480501.19	2480135.22	365.97	.014756
250	2683	1585432.53	1582438.11	2994.42	.189228
300	7381	4040706.81	4030909.22	9797.59	.243062
350	1625	986846.66	983525.66	3321.00	.337663
401	3672	2128291.09	2125897.06	2394.03	.112613
404	2184	1267343.09	1264187.03	3156.06	.249652
450	1291	731677.25	734201.66	-2524.41	-.343830
500	4030	2378519.97	2374646.22	3873.75	.163130
600	165	177683.94	178733.09	-1049.15	-.586993
601	1036	579237.12	578756.67	480.45	.083013
602	1513	918299.85	915753.84	2546.01	.278023
604	3851	2270126.53	2273248.03	-3121.50	-.137315
800	424	434703.11	433554.86	1148.25	.264845
801	4121	2237782.22	2235775.97	2006.25	.089734
802	2966	1624956.69	1625355.52	-398.83	-.024538
803	928	524992.42	525125.07	-132.65	-.025260
810	1601	915511.14	914058.84	1452.30	.158884
900	571	334890.76	334734.29	156.47	.046745
1000	4844	3689385.59	3691849.56	-2463.97	-.066741
1001	6767	3344662.09	3345113.87	-451.78	-.013506
1002	5678	2800436.34	2796885.97	3450.37	.123360
1010	1912	1078698.86	1079870.64	-1171.78	-.108511
1100	439	261136.16	261836.69	-700.53	-.267544
1200	359	210531.99	210308.99	223.00	.106034
1400	728	600193.68	600180.27	13.41	.002234
1500	16705	9623455.12	9611692.25	11762.87	.122381

Table 1 (Continued)

Rate Code	Number of Individuals	Estimated Cost	Actual Cost	Est-Act Cost	Percent Error
1611	1810	1067566.52	1068022.75	-456.23	-.042718
1622	1009	577719.66	575309.97	2409.69	.418850
1633	1664	978464.95	976972.45	1492.50	.152768
1644	1945	1062788.34	1063251.84	-463.50	-.043593
1655	2026	1203848.53	1204650.83	-802.30	-.066600
1666	834	520391.17	518582.38	1808.79	.348796
1700	10775	6631008.75	6636986.81	-5978.06	-.090072
1750	375	263984.60	264975.59	-990.99	-.373992
1800	7378	4367605.56	4368987.87	-1382.31	-.031639
1900	3180	1830475.12	1831402.08	-926.95	-.050614
2000	9513	5803210.69	5798658.69	4552.00	.078501
2100	2424	1440636.95	1440086.58	550.37	.038218
2200	17158	10129486.87	10138272.00	-3233.12	-.031908
2300	943	551336.47	557901.27	-6564.80	-1.176696
2490	5091	2923181.56	2919028.91	4152.66	.142262
2600	809	471541.20	469642.18	1899.02	.404355
2700	1113	623935.42	623140.46	794.96	.127573
3100	398	237216.11	236906.09	310.02	.130862
3200	353	225247.50	226708.19	-1460.69	-.644304
3300	946	612700.68	608823.55	3877.13	.636824
3600	24438	24741625.75	24741969.75	-344.00	-.001390
3700	24463	13619176.50	13617764.87	1411.62	.010366
3800	8768	4985979.87	4988003.62	-2023.75	-.040572
3900	2641	1497340.53	1499818.39	-2477.86	-.165211
4000	11102	5968388.37	5958579.44	9808.94	.164619
4100	12752	7217842.31	7209720.12	8122.19	.112656
4200	5674	3169952.44	3164148.37	5804.06	.183432
4300	11175	6215998.00	6225845.94	-9847.94	-.158178
4600	218	124132.42	124748.09	-615.67	-.493531
4700	239	137001.62	137381.09	-379.47	-.276218

Table 1 (Continued)

Rate Code	Number of Individuals	Estimated Cost	Actual Cost	Est-Act Cost	Percent Error
5000	16883	6848806.62	6850562.12	-1755.50	-.025626
5100	457	257193.08	257835.89	-642.81	-.249310
5300	1620	919755.92	921930.25	-2174.33	-.235845
5410	2601	1440618.00	1447023.80	-6405.80	-.442688
5500	1539	891951.34	897675.55	-5724.20	-.637669
5600	2874	1608928.39	1619801.87	-10873.48	-.671285
5700	829	486590.21	488340.57	-1750.36	-.358430
5800	1512	849356.68	848772.85	583.83	.068785
6000	525	202955.40	202931.99	23.41	.011536
6200	617	650505.82	654266.06	-3760.24	-.574727
6300	10555	6174206.50	6174968.00	-761.50	-.012332
6310	2167	1223855.94	1215244.42	8611.52	.708624
6400	2980	1719308.41	1720443.19	-1134.78	-.065959
6500	5449	3087264.97	3081870.34	5394.62	.175044
6520	3687	2125097.16	2123857.06	1240.09	.058389
6600	2549	1505795.48	1504715.91	1079.58	.071746
6700	95	104065.16	104254.50	-189.34	-.181613
6704	1367	710592.17	703985.97	6606.20	.938400
6705	1288	673744.53	671414.37	2330.16	.347053
6706	2552	1389400.58	1388395.42	1005.16	.072397
6800	8152	4648631.94	4642909.44	5722.50	.123252
6900	401	418716.95	421170.57	-2453.62	-.582572
6901	6581	3720386.44	3710081.19	10305.25	.277763
6902	5787	3201718.09	3194441.81	7276.28	.227779
6903	2547	1390783.50	1387614.22	3169.28	.228398
7000	1768	1004209.77	1004033.64	176.13	.017343
7100	1753	1046528.61	1046648.64	-120.03	-.011468
7200	1495	907670.56	899598.85	8071.71	.897257
7300	3542	2107458.69	2108850.16	-1391.47	-.065362
7400	2952	1718911.73	1715541.80	3369.94	.196436



Table 1 (Continued)

Rate Code	Number of Individuals	Estimated Cost	Actual Cost	Est-Act Cost	Percent Error
7500	449	355577.08	353676.28	1900.80	.537440
7501	474	243697.13	244352.39	-655.26	-.268162
7502	372	188097.73	187682.69	415.04	.221140
7503	722	381830.76	383198.08	-1367.32	-.356817
7600	2042	1205410.66	1209981.53	-4570.87	-.377764
7800	15803	6399246.50	6402798.94	-3552.44	-.055483
8000	24287	13135430.62	13145576.62	-10146.00	-.077182
8300	3653	1936295.03	1943902.11	-7607.08	-.391330

Table 2

## Pay Schedule for Enlisted Personnel as of 30 June 1976

Years of Service (PEBD)	Paygrade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
0- 1	\$361.20	\$402.60	\$418.20	\$435.00	\$452.40	\$515.40	\$596.70	\$854.70	\$1018.50
1- 2	361.20	402.60	418.20	435.00	452.40	515.40	596.70	854.70	1018.50
2- 3	361.20	402.60	441.30	459.30	492.60	561.90	643.80	854.70	1018.50
3- 4	361.20	402.60	459.00	486.00	516.30	585.30	667.80	854.70	1018.50
4- 5	361.20	402.60	477.00	524.10	538.80	609.60	691.20	854.70	1018.50
5- 6	361.20	402.60	477.00	544.50	538.80	609.60	691.20	854.70	1018.50
6- 7	361.20	402.60	477.00	544.50	573.90	632.70	715.20	854.70	1018.50
7- 8	361.20	402.60	477.00	544.50	573.90	632.70	715.20	854.70	1018.50
8- 9	361.20	402.60	477.00	544.50	597.30	656.10	737.40	854.70	1018.50
9-10	361.20	402.60	477.00	544.50	597.30	656.10	737.40	854.70	1018.50
10-11	361.20	402.60	477.00	544.50	621.30	679.80	760.80	878.40	1018.50
11-12	361.20	402.60	477.00	544.50	621.30	679.80	760.80	878.40	1018.50
12-13	361.20	402.60	477.00	544.50	643.80	715.20	784.80	901.80	1041.60
13-14	361.20	402.60	477.00	544.50	643.80	715.20	784.80	901.80	1041.60
14-15	361.20	402.60	477.00	544.50	656.10	737.40	820.20	925.50	1065.30
15-16	361.20	402.60	477.00	544.50	656.10	737.40	820.20	925.50	1065.30
16-17	361.20	402.60	477.00	544.50	656.10	760.80	843.30	949.50	1089.90
17-18	361.20	402.60	477.00	544.50	656.10	760.80	843.30	949.50	1089.90
18-19	361.20	402.60	477.00	544.50	656.10	772.80	867.00	971.70	1113.90
19-20	361.20	402.60	477.00	544.50	656.10	772.80	867.00	971.70	1113.90
20-21	361.20	402.60	477.00	544.50	656.10	772.80	878.40	995.70	1135.80
21-22	361.20	402.60	477.00	544.50	656.10	772.80	878.40	995.70	1135.80
22-23	361.20	402.60	477.00	544.50	656.10	772.80	937.50	1053.90	1195.80
23-24	361.20	402.60	477.00	544.50	656.10	772.80	937.50	1053.90	1195.80
24-25	361.20	402.60	477.00	544.50	656.10	772.80	937.50	1053.90	1195.80
25-26	361.20	402.60	477.00	544.50	656.10	772.80	937.50	1053.90	1195.80
26-27	361.20	402.60	477.00	544.50	656.10	772.80	1053.90	1171.80	1311.60
27-28	361.20	402.60	477.00	544.50	656.10	772.80	1053.90	1171.80	1311.60
28-29	361.20	402.60	477.00	544.50	656.10	772.80	1053.90	1171.80	1311.60
29-30	361.20	402.60	477.00	544.50	656.10	772.80	1053.90	1171.80	1311.60
30+	361.20	402.60	477.00	544.50	656.10	772.80	1053.90	1171.80	1311.60

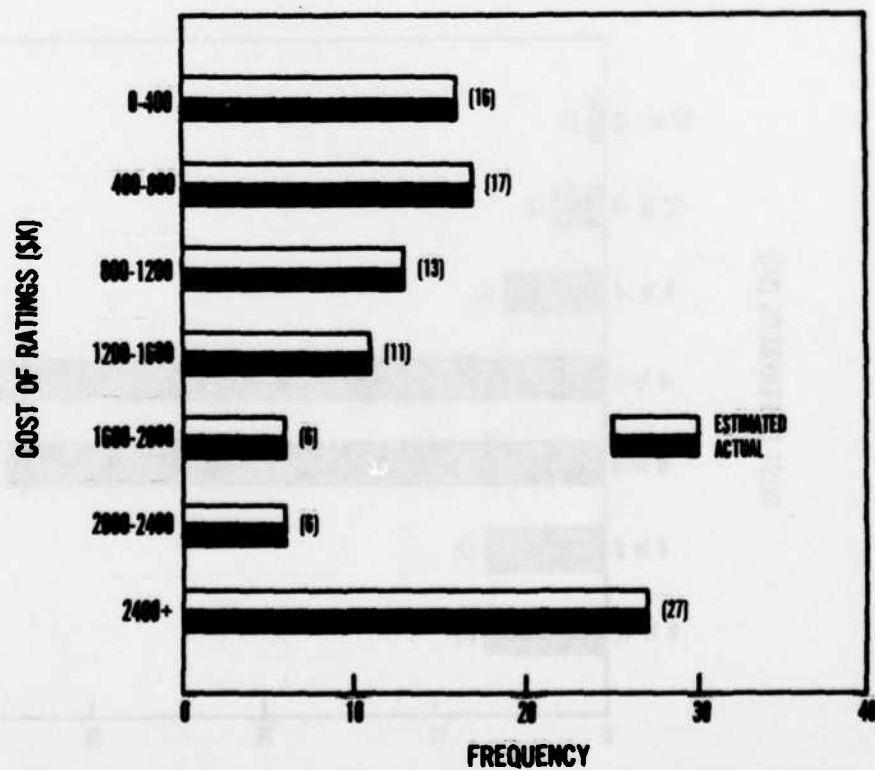


Figure 1. Frequency distributions of estimated and actual monthly payroll cost of ratings--30 June 1976. (The maximum estimated and actual rate code costs were \$24,741,626 and \$24,741,970, respectively.)

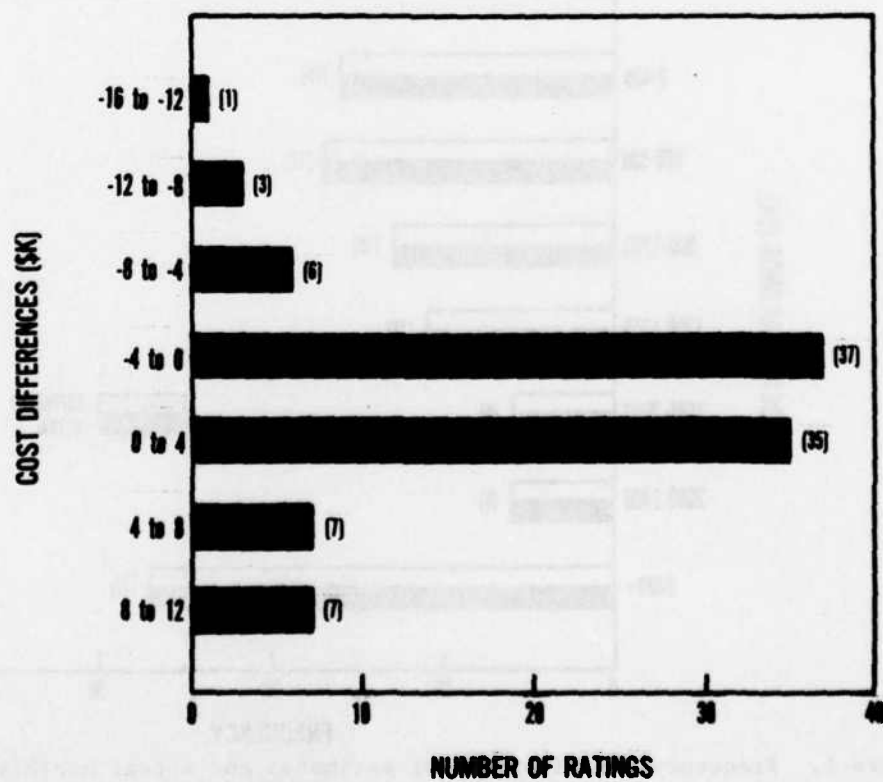


Figure 2. Frequency distribution of differences between estimated and actual monthly cost of ratings-- 30 June 1976.

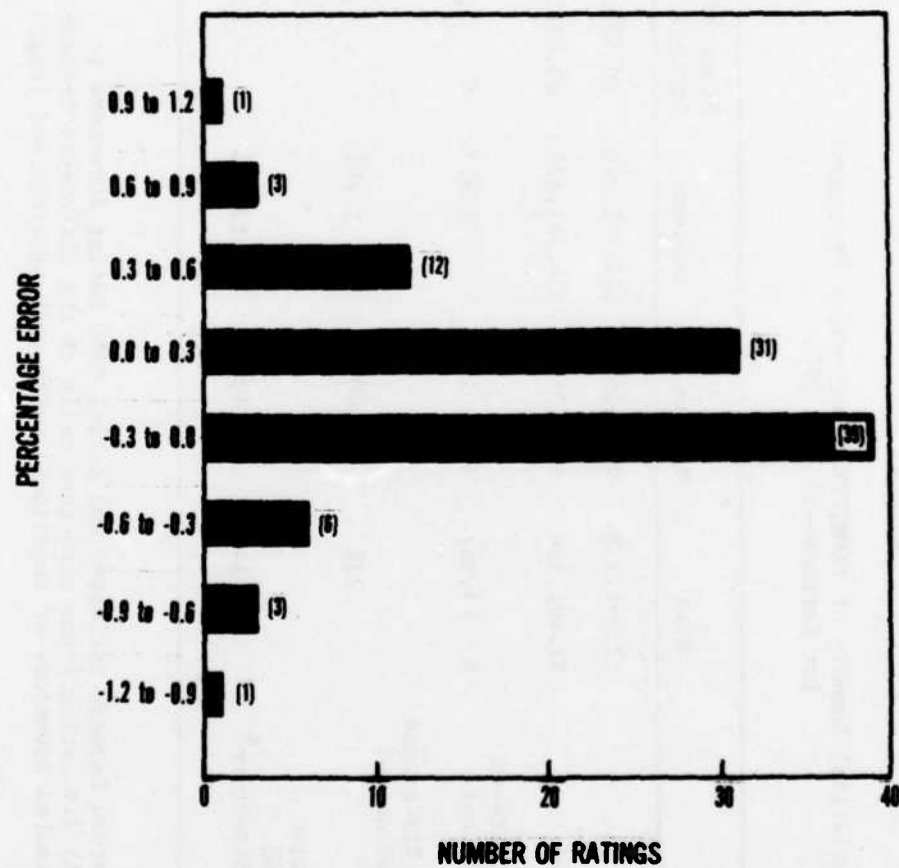


Figure 3. Frequency distribution of percentage error of estimate of monthly cost of ratings--30 June 1976.

Table 3  
Statistical Summary of TAFMS/PEBD Conversion Procedure  
for Ratings--30 June 1976

Statistic	Mean	Minimum	Maximum	Standard Deviation
Actual Rating Cost	\$2,491,538.	\$104,255.	\$24,741,970.	\$3,538,221.
Estimated Rating Cost	\$2,491,856.	\$104,065.	\$24,741,626.	\$3,538,110.
Absolute Difference Between Estimated and Actual Cost	\$ 3,087.	\$ 13.	\$ 14,317.	\$ 3,184.
Absolute Percentage Difference Between Estimated and Actual Cost	.23%	.00%	1.18%	.23%
Mean Absolute Deviation Between Estimated and Actual PEBD Rating Structure <sup>a</sup>	2.414	.128	12.100	2.269

<sup>a</sup>Mean Absolute Deviation Between Estimated and Actual PEBD Rating Structure is the average over all 279 rating force structure cells of the difference between the actual and estimated inventory of individuals with each paygrade and length of service.

Table 4

Statistical Summary of ALNAV TAFMS/PERD Conversion  
FY 1972-1977

Fiscal <sup>a</sup> Year	Number of Individuals	Estimated Monthly Payroll Cost	Actual Monthly Payroll Cost	Estimated -Actual Payroll Cost	Percent Error	Mean Absolute Deviation
1972	542,298	\$279,042,444.	\$279,183,528.	-\$141,084.	-.05%	109.9
1973	510,669	\$264,065,368.	\$264,497,664.	-\$432,296.	-.16%	156.4
1974	490,009	\$253,155,444.	\$253,347,638.	-\$192,194.	-.08%	122.1
1975	474,735	\$244,738,132.	\$244,664,340.	\$ 73,792.	.03%	129.6
1976	465,748	\$239,814,778.	\$239,679,184.	\$135,594.	.06%	149.8
1977	456,933	\$246,655,846.	\$246,844,416.	-\$188,570.	-.08%	141.6

<sup>a</sup>Payroll costs for FY 1972-1976 are standardized to 30 June 1975 pay schedule;  
and for FY 1977, based upon 30 June pay schedule.



### CONCLUSIONS

Utilization of exponential smoothing provided accurate estimates of PEBD rating force structures from corresponding TAFMS data for fiscal year 1977. If similar patterns prevail in the future, this technique should be of significant value when estimating the personnel costs of TAFMS force structure data.

### RECOMMENDATION

The technique discussed in this report should be implemented to obtain cost estimates of TAFMS rating force structure data. If a consistent procedure is desired, this technique may also be utilized when estimating the cost of TAFMS ALNAV force structures.

APPENDIX  
ESPEBD DOCUMENTATION

# ESPEBD DOCUMENTATION

ESPEBD is a FORTRAN subroutine that estimates Pay Entry Base Date (PEBD) Force Structures from corresponding year Total Active Federal Military Service (TAFMS) Force Structures. ESPEBD is invoked by the statement:

CALL ESPEBD (IRC, TAFMS, PEBD, IPRINT, IRETRN)

Input parameters are:

IRC: An integer variable representing the rate code to be processed.

TAFMS: A 2-dimensional floating point array consisting of 32 rows and 10 columns. The array should be input as below:

K

PG										
LOS	1 (E-1)	2 (E-2)	3 (E-3)	4 (E-4)	5 (E-5)	6 (E-6)	7 (E-7)	8 (E-8)	9 (E-9)	10 (ROW TOTAL)
1 0-1 YRS										
2 1-2 YRS										
3 2-3 YRS										
4 3-4 YRS										
5 4-5 YRS										
6 5-6 YRS										
7 6-7 YRS										
. .										
. .										
. .										
. .										
30 29-30 YRS										
31 30+ YRS										
32 COLUMN TOTAL										

TAFMS (J,K) represents the TAFMS inventory for rate code IRC of individuals with length of service J and paygrade K for  $J < 31$ ;  $K < 9$ . For  $K = 10$ , TAFMS (J,K) must be the J row total, and for  $J = 32$  TAFMS (J,K) must be the K paygrade total. TAFMS (32,10) must be the inventory grand total. This array should be dimensioned as (32,10).

IPRINT: An integer variable. If IPRINT = 1, rate code, TAFMS inventory will be output on printer. If IPRINT = 0, printing of output will be omitted.

Output parameters are:

PEBD: A 2-dimensional floating point array representing the estimated PEBD force structure of rating IRC. Dimensionality must be (32,10). Description is analogous to that of TAFMS.

IRETRN: An integer variable denoting type of exit from subroutine ESPEBD. If IRETRN = 0, exit was normal. If IRETRN = 1, exit was abnormal and error message is sent to printer.

Some additional notes follow:

1. Format of TAFMS/PEBD Conversion Factor Tape is

(I3,	I1,	I4,	9F7.4,	7X,	I2)
↑	↑	↑	↑		↑
044	6	RATE CODE	CONVERSION FACTORS* FOR PAY- GRADES E-1 TO E-9		LENGTH OF SERVICE

\*A factor of -1 indicates the  $P_{i^*,j,k}^{(S)}/T_{i^*,j,k}^{(S)}$  is infinite and therefore the column percentage estimate of  $P_{jk}$  is to be computed.

2. Format of Column Percentage Estimate Tape is

(I3,	I1,	I4,	9F7.4,	7X,	I2)
↑	↑	↑	↑		↑
045	6	RATE CODE	COLUMN PERCENTAGE FOR PAY- GRADES E-1 TO E-9		LENGTH OF SERVICE

3. Input Tapes are to be revised annually so that factors will be based on most recent data.

#### 4. Job Control Language Considerations

The conversion factor tape is read as FORTRAN logical unit 2. There are 31 records per rate code on this tape.

The column percents tape is read as FORTRAN logical unit 3. There are 31 records per rate code on this tape.

The subroutine also uses FORTRAN logical units 8 and 9. These should be allocated to a direct-access device as temporary data sets. The record length and blocksize are both 1116 characters. Space should be allocated for 150 records.

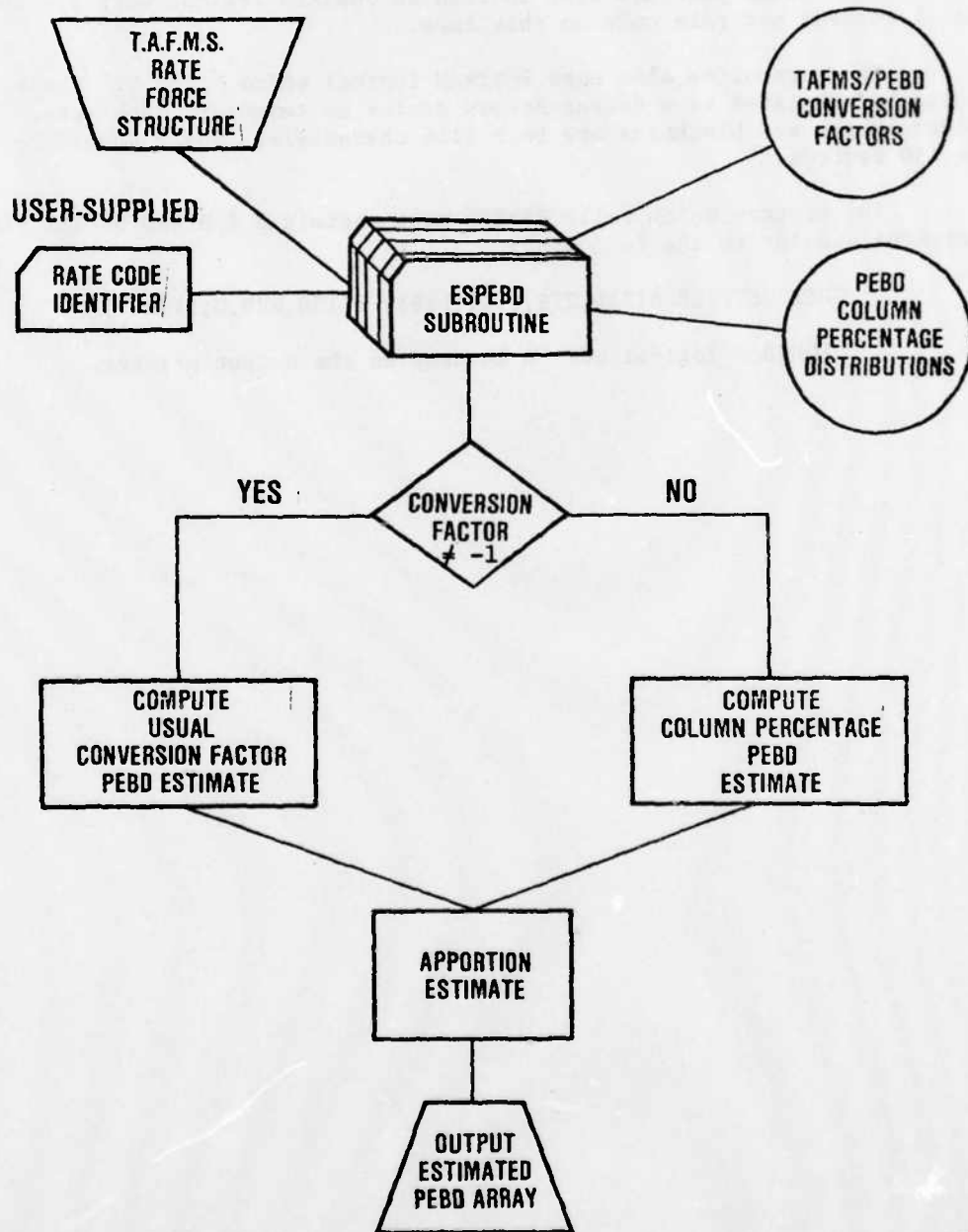
The program which calls ESPEBD must contain a FORTRAN DEFINE FILE statement similar to the following:

```
DEFINE FILE 8(150,279,U,IFILE8), 9(150,279,U,IFILE9)
```

FORTTRAN logical unit 6 is used as the output printer.



## FLOW CHART FOR ESPEBD



#### DISTRIBUTION LIST

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Table A-1

## Total TAFMS ALNAV Enlisted Personnel Inventory

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1966										
0 - 1	21517.0	60027.0	28770.0	1447.0	50.0	11.0	8.0	2.0	.0	111774.0
1 - 2	12222.0	14548.0	66009.0	16297.0	365.0	7.0	2.0	.0	.0	102449.0
2 - 3	506.0	3810.0	30994.0	32733.0	4260.0	25.0	7.0	3.0	.0	72342.0
3 - 4	245.0	1504.0	19074.0	22704.0	15165.0	91.0	22.0	.0	.0	68750.0
4 - 5	58.0	138.0	4295.0	4436.0	8594.0	552.0	25.0	3.0	1.0	22167.0
5 - 6	23.0	97.0	2095.0	6213.0	9220.0	1976.0	30.0	3.0	.0	19651.0
6 - 7	10.0	47.0	1162.0	4063.0	9254.0	3492.0	47.0	3.0	1.0	18475.0
7 - 8	7.0	19.0	626.0	2422.0	8523.0	5416.0	114.0	7.0	.0	17934.0
8 - 9	5.0	12.0	360.0	2021.0	6354.0	5750.0	337.0	4.0	1.0	14848.0
9 - 10	5.0	19.0	474.0	2725.0	7034.0	4773.0	471.0	3.0	1.0	17854.0
10 - 11	5.0	10.0	710.0	2095.0	6244.0	7044.0	1516.0	3.0	2.0	17269.0
11 - 12	1.0	7.0	162.0	1001.0	3030.0	4146.0	1207.0	16.0	.0	9566.0
12 - 13	4.0	7.0	106.0	783.0	2744.0	4129.0	1726.0	40.0	2.0	9621.0
13 - 14	2.0	4.0	101.0	697.0	2943.0	5439.0	3370.0	194.0	5.0	12405.0
14 - 15	.0	2.0	4.0	282.0	1471.0	3038.0	2389.0	272.0	25.0	7528.0
15 - 16	.0	1.0	74.0	205.0	747.0	1847.0	1423.0	198.0	24.0	4495.0
16 - 17	.0	2.0	55.0	276.0	1334.0	3561.0	3276.0	590.0	110.0	9204.0
17 - 18	.0	4.0	44.0	463.0	2029.0	5777.0	5451.0	1245.0	240.0	15543.0
18 - 19	1.0	7.0	47.0	299.0	1056.0	3037.0	3577.0	972.0	263.0	9240.0
19 - 20	5.0	4.0	136.0	888.0	2074.0	4134.0	4423.0	1230.0	322.0	13216.0
20 - 21	.0	2.0	17.0	141.0	507.0	1252.0	2418.0	662.0	251.0	5290.0
21 - 22	1.0	.0	12.0	101.0	253.0	440.0	1641.0	525.0	210.0	3423.0
22 - 23	.0	.0	5.0	31.0	141.0	431.0	1472.0	630.0	326.0	3136.0
23 - 24	.0	.0	4.0	14.0	124.0	254.0	740.0	436.0	313.0	1895.0
24 - 25	.0	.0	1.0	4.0	29.0	174.0	515.0	417.0	362.0	1470.0
25 - 26	.0	.0	.0	2.0	7.0	45.0	203.0	179.0	124.0	556.0
26 - 27	.0	.0	.0	.0	7.0	20.0	66.0	51.0	55.0	195.0
27 - 28	.0	.0	.0	.0	1.0	11.0	59.0	43.0	50.0	164.0
28 - 29	.0	.0	.0	.0	1.0	11.0	42.0	42.0	45.0	141.0
29 - 30	.0	.0	.0	1.0	1.0	10.0	58.0	39.0	33.0	142.0
30+	.0	.0	2.0	2.0	26.0	3.0	17.0	16.0	14.0	90.0
Total	27614.0	64307.0	154742.0	115743.0	93719.0	70145.0	47492.0	7471.0	2740.0	591463.0

Table A-2 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1967										
0 - 1	24400.0	87655.0	44126.0	5819.0	876.0	40.0	22.0	.0	.0	166938.0
1 - 2	1814.0	70247.0	65674.0	20245.0	416.0	29.0	12.0	1.0	1.0	108429.0
2 - 3	708.0	3882.0	11946.0	14915.0	5304.0	46.0	29.0	2.0	.0	81832.0
3 - 4	294.0	1450.0	15003.0	21263.0	13622.0	74.0	36.0	6.0	2.0	62410.0
4 - 5	89.0	257.0	3856.0	12211.0	11705.0	559.0	50.0	8.0	1.0	28746.0
5 - 6	35.0	90.0	2176.0	5404.0	9708.0	7111.0	53.0	2.0	2.0	19581.0
6 - 7	15.0	33.0	1094.0	3723.0	9599.0	1695.0	72.0	3.0	3.0	18231.0
7 - 8	7.0	25.0	719.0	2459.0	8592.0	5463.0	186.0	7.0	3.0	17462.0
8 - 9	5.0	12.0	341.0	1729.0	7623.0	7277.0	568.0	11.0	1.0	17617.0
9 - 10	5.0	12.0	178.0	1143.0	5394.0	4623.0	965.0	8.0	5.0	14348.0
10 - 11	6.0	12.0	273.0	1500.0	5750.0	7265.0	1563.0	8.0	2.0	16339.0
11 - 12	2.0	5.0	171.0	1415.0	5387.0	7723.0	2286.0	24.0	2.0	17015.0
12 - 13	1.0	4.0	99.0	631.0	2677.0	4627.0	1894.0	74.0	1.0	10058.0
13 - 14	2.0	5.0	65.0	435.0	2179.0	4067.0	2090.0	169.0	3.0	9014.0
14 - 15	1.0	2.0	75.0	439.0	2189.0	5056.0	3266.0	333.0	23.0	11385.0
15 - 16	.0	1.0	45.0	216.0	999.0	2930.0	2711.0	403.0	57.0	7361.0
16 - 17	1.0	.0	34.0	145.0	599.0	1633.0	1579.0	295.0	32.0	4318.0
17 - 18	.0	1.0	46.0	147.0	828.0	2657.0	3177.0	704.0	143.0	7743.0
18 - 19	2.0	1.0	40.0	371.0	1664.0	5130.0	6399.0	1520.0	355.0	15422.0
19 - 20	1.0	.0	24.0	191.0	742.0	2227.0	3287.0	982.0	296.0	7750.0
20 - 21	1.0	2.0	38.0	237.0	765.0	1940.0	2579.0	839.0	285.0	6686.0
21 - 22	.0	.0	12.0	78.0	305.0	864.0	1673.0	611.0	241.0	3742.0
22 - 23	.0	.0	5.0	60.0	165.0	549.0	1277.0	453.0	196.0	2705.0
23 - 24	.0	.0	4.0	15.0	121.0	417.0	1259.0	561.0	295.0	2651.0
24 - 25	.0	.0	2.0	11.0	44.0	209.0	668.0	416.0	798.0	1644.0
25 - 26	.0	.0	1.0	5.0	21.0	124.0	502.0	395.0	359.0	1408.0
26 - 27	.0	.0	.0	1.0	6.0	40.0	215.0	159.0	137.0	558.0
27 - 28	.0	.0	.0	.0	3.0	20.0	59.0	41.0	47.0	170.0
28 - 29	.0	.0	.0	.0	1.0	10.0	59.0	46.0	47.0	163.0
29 - 30	.0	.0	.0	.0	2.0	8.0	43.0	37.0	48.0	138.0
30+	.0	.0	1.0	1.0	4.0	8.0	34.0	21.0	19.0	88.0
Total	27749.0	113697.0	170601.0	129890.0	97333.0	73491.0	58612.0	8139.0	2904.0	662056.0

Table A-1 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1968										
0 - 1	19971.0	55614.0	52598.0	4932.0	681.0	93.0	10.0	1.0	.0	133900.0
1 - 2	1510.0	19154.0	100554.0	37718.0	2629.0	49.0	21.0	.0	.0	160536.0
2 - 3	1146.0	4611.0	70267.0	36577.0	7991.0	47.0	23.0	3.0	1.0	81198.0
3 - 4	391.0	1750.0	13478.0	30214.0	15894.0	119.0	31.0	1.0	1.0	62479.0
4 - 5	67.0	154.0	1986.0	5542.0	9497.0	410.0	36.0	5.0	3.0	18116.0
5 - 6	35.0	85.0	1358.0	4564.0	10494.0	7676.0	46.0	7.0	.0	19259.0
6 - 7	15.0	57.0	1392.0	2984.0	9125.0	4193.0	54.0	4.0	2.0	17826.0
7 - 8	4.0	15.0	641.0	1970.0	8314.0	5424.0	117.0	3.0	1.0	16517.0
8 - 9	7.0	25.0	427.0	1336.0	6735.0	5686.0	615.0	5.0	1.0	15835.0
9 - 10	9.0	4.0	209.0	905.0	5525.0	7554.0	1253.0	9.0	3.0	15479.0
10 - 11	1.0	5.0	134.0	562.0	3991.0	5257.0	1706.0	11.0	4.0	12673.0
11 - 12	1.0	5.0	155.0	905.0	4792.0	7569.0	2434.0	94.0	1.0	15958.0
12 - 13	1.0	9.0	114.0	777.0	4141.0	7824.0	2981.0	267.0	3.0	16159.0
13 - 14	.0	1.0	59.0	363.0	1982.0	4290.0	2143.0	237.0	6.0	9043.0
14 - 15	.0	2.0	51.0	260.0	1719.0	4040.0	2557.0	371.0	27.0	9027.0
15 - 16	.0	.0	50.0	242.0	1691.0	4703.0	3593.0	653.0	11.0	11053.0
16 - 17	.0	.0	31.0	145.0	729.0	2464.0	2692.0	635.0	125.0	6826.0
17 - 18	1.0	.0	70.0	102.0	494.0	1490.0	1612.0	400.0	97.0	4226.0
18 - 19	.0	.0	42.0	150.0	767.0	2770.0	3550.0	926.0	291.0	8426.0
19 - 20	.0	.0	29.0	201.0	1020.0	3656.0	5144.0	1399.0	482.0	11935.0
20 - 21	.0	1.0	7.0	53.0	230.0	775.0	1722.0	618.0	282.0	3698.0
21 - 22	.0	.0	17.0	105.0	350.0	1091.0	1708.0	542.0	794.0	4143.0
22 - 23	.0	1.0	5.0	34.0	154.0	450.0	1065.0	472.0	234.0	2415.0
23 - 24	.0	.0	1.0	31.0	107.0	337.0	872.0	322.0	198.0	1858.0
24 - 25	.0	.0	2.0	10.0	63.0	246.0	925.0	430.0	308.0	1944.0
25 - 26	.0	.0	1.0	6.0	14.0	114.0	514.0	349.0	311.0	1359.0
26 - 27	.0	.0	1.0	3.0	13.0	90.0	366.0	241.0	300.0	1044.0
27 - 28	.0	.0	.0	2.0	7.0	24.0	160.0	114.0	100.0	406.0
28 - 29	.0	.0	1.0	1.0	5.0	14.0	53.0	33.0	44.0	151.0
29 - 30	.0	.0	.0	1.0	7.0	10.0	51.0	39.0	42.0	145.0
30+	.0	.0	1.0	3.0	10.0	14.0	34.0	16.0	28.0	106.0
Total	27165.0	40119.0	204236.0	130534.0	100210.0	75461.0	38092.0	9287.0	3271.0	663779.0

Table A-1 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
	Fiscal Year 1969									
0 - 1	24089.0	65239.0	45781.0	5340.0	1668.0	147.0	52.0	2.0	.0	143316.0
1 - 2	551.0	11627.0	67475.0	43974.0	4663.0	159.0	33.0	1.0	.0	128893.0
2 - 3	859.0	1731.0	14681.0	59370.0	27885.0	134.0	74.0	7.0	1.0	126742.0
3 - 4	526.0	1447.0	13164.0	23406.0	19894.0	213.0	73.0	5.0	3.0	58736.0
4 - 5	78.0	170.0	2371.0	4277.0	11129.0	1488.0	75.0	2.0	3.0	19598.0
5 - 6	36.0	61.0	879.0	2319.0	8536.0	3633.0	56.0	11.0	3.0	15534.0
6 - 7	24.0	44.0	608.0	1792.0	8551.0	5886.0	72.0	5.0	2.0	16984.0
7 - 8	10.0	24.0	574.0	1506.0	6737.0	6814.0	103.0	5.0	1.0	15769.0
8 - 9	7.0	17.0	273.0	914.0	5304.0	7331.0	646.0	6.0	3.0	14467.0
9 - 10	11.0	13.0	200.0	672.0	4018.0	7802.0	1446.0	11.0	2.0	14275.0
10 - 11	3.0	7.0	90.0	361.0	3034.0	7761.0	2371.0	23.0	5.0	13655.0
11 - 12	2.0	6.0	49.0	283.0	2425.0	6272.0	2852.0	45.0	4.0	11938.0
12 - 13	7.0	3.0	97.0	491.0	3147.0	7658.0	3692.0	204.0	1.0	15336.0
13 - 14	.0	2.0	62.0	404.0	2865.0	7444.0	4400.0	413.0	13.0	15647.0
14 - 15	1.0	1.0	29.0	218.0	1313.0	5910.0	2911.0	348.0	24.0	8755.0
15 - 16	.0	.0	70.0	150.0	1152.0	3662.0	3184.0	525.0	74.0	8746.0
16 - 17	1.0	.0	23.0	175.0	1143.0	4019.0	4235.0	874.0	157.0	10631.0
17 - 18	.0	1.0	18.0	102.0	542.0	2016.0	2882.0	829.0	212.0	6602.0
18 - 19	.0	2.0	22.0	74.0	382.0	1324.0	1637.0	499.0	151.0	4095.0
19 - 20	.0	1.0	75.0	90.0	415.0	1582.0	2677.0	961.0	346.0	6987.0
20 - 21	.0	7.0	4.0	51.0	273.0	1108.0	2490.0	1035.0	426.0	5389.0
21 - 22	.0	1.0	2.0	25.0	110.0	393.0	1100.0	474.0	265.0	2370.0
22 - 23	.0	.0	4.0	45.0	173.0	544.0	1190.0	471.0	287.0	2759.0
23 - 24	.0	1.0	.0	17.0	97.0	264.0	696.0	425.0	226.0	1726.0
24 - 25	.0	.0	.0	18.0	64.0	197.0	648.0	371.0	194.0	1422.0
25 - 26	.0	.0	2.0	7.0	34.0	154.0	691.0	415.0	323.0	1635.0
26 - 27	.0	.0	.0	4.0	24.0	43.0	340.0	279.0	240.0	1024.0
27 - 28	.0	.0	1.0	3.0	12.0	66.0	262.0	230.0	270.0	844.0
28 - 29	.0	.0	.0	2.0	3.0	14.0	121.0	111.0	91.0	347.0
29 - 30	.0	.0	.0	2.0	2.0	14.0	43.0	32.0	34.0	131.0
30+	.0	.0	1.0	2.0	11.0	19.0	33.0	23.0	27.0	116.0
Total	26796.0	43199.0	166464.0	145980.0	115665.0	42243.0	41085.0	1572.0	3432.0	673589.0

Table A-1 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
	Fiscal Year 1970									
0 - 1	27902.0	78319.0	45235.0	3115.0	1436.0	96.0	7.0	.0	.0	162111.0
1 - 2	785.0	15412.0	58091.0	45452.0	3692.0	154.0	20.0	1.0	.0	123570.0
2 - 3	333.0	2824.0	21777.0	47566.0	20956.0	153.0	28.0	.0	.0	89243.0
3 - 4	347.0	1330.0	13152.0	40607.0	42880.0	430.0	48.0	5.0	.0	98794.0
4 - 5	108.0	180.0	2656.0	4464.0	9536.0	1739.0	55.0	3.0	1.0	18742.0
5 - 6	39.0	56.0	1179.0	2448.0	8009.0	3973.0	56.0	2.0	2.0	15764.0
6 - 7	21.0	76.0	450.0	1209.0	6139.0	5342.0	58.0	10.0	3.0	13268.0
7 - 8	14.0	10.0	310.0	1176.0	6165.0	7051.0	109.0	8.0	3.0	14888.0
8 - 9	7.0	9.0	269.0	1091.0	4588.0	7236.0	548.0	6.0	1.0	13735.0
9 - 10	4.0	14.0	128.0	671.0	3468.0	7434.0	1201.0	12.0	.0	12932.0
10 - 11	4.0	4.0	75.0	416.0	2532.0	7504.0	2171.0	22.0	2.0	12733.0
11 - 12	2.0	1.0	37.0	241.0	2012.0	7399.0	3157.0	99.0	3.0	12951.0
12 - 13	1.0	.0	25.0	176.0	1665.0	6003.0	3491.0	215.0	6.0	11582.0
13 - 14	1.0	1.0	53.0	343.0	2337.0	7252.0	4474.0	454.0	18.0	14973.0
14 - 15	1.0	4.0	43.0	244.0	2076.0	6968.0	5128.0	687.0	64.0	15265.0
15 - 16	2.0	.0	23.0	169.0	941.0	7555.0	5283.0	561.0	59.0	4595.0
16 - 17	.0	.0	27.0	128.0	855.0	7270.0	3407.0	758.0	154.0	3600.0
17 - 18	.0	.0	21.0	130.0	898.0	3549.0	4420.0	1181.0	277.0	10476.0
18 - 19	1.0	.0	14.0	79.0	437.0	1799.0	2755.0	1043.0	311.0	6439.0
19 - 20	.0	.0	15.0	44.0	235.0	952.0	1300.0	477.0	185.0	3123.0
20 - 21	.0	.0	2.0	33.0	129.0	552.0	1437.0	764.0	310.0	3227.0
21 - 22	.0	1.0	2.0	19.0	125.0	562.0	1538.0	809.0	393.0	3449.0
22 - 23	.0	.0	.0	14.0	57.0	247.0	672.0	413.0	243.0	1646.0
23 - 24	.0	.0	1.0	28.0	103.0	398.0	906.0	424.0	267.0	2127.0
24 - 25	.0	.0	.0	7.0	50.0	147.0	526.0	372.0	235.0	1387.0
25 - 26	.0	.0	.0	2.0	41.0	134.0	500.0	301.0	199.0	1197.0
26 - 27	.0	.0	.0	4.0	33.0	114.0	512.0	351.0	249.0	1313.0
27 - 28	.0	.0	.0	2.0	20.0	72.0	244.0	256.0	259.0	857.0
28 - 29	.0	.0	1.0	3.0	12.0	56.0	217.0	209.0	255.0	753.0
29 - 30	.0	.0	.0	2.0	3.0	14.0	97.0	100.0	89.0	305.0
30+	.0	.0	1.0	1.0	8.0	27.0	34.0	18.0	26.0	115.0
Total	29527.0	97804.0	143535.0	152031.0	171431.0	94149.0	42403.0	9561.0	3665.0	484109.0

Table A-1 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
	Fiscal Year 1971									
0 - 1	15949.0	53020.0	37446.0	6348.0	308.0	98.0	5.0	1.0	.0	110164.0
1 - 2	1726.0	72516.0	69729.0	44024.0	2891.0	111.0	9.0	.0	1.0	139097.0
2 - 3	265.0	1968.0	20979.0	45730.0	20167.0	124.0	13.0	1.0	.0	90142.0
3 - 4	142.0	837.0	11237.0	25515.0	27087.0	314.0	18.0	1.0	.0	65152.0
4 - 5	77.0	101.0	1974.0	3480.0	10238.0	1720.0	31.0	4.0	1.0	17580.0
5 - 6	35.0	62.0	1572.0	2603.0	7691.0	3138.0	36.0	1.0	1.0	15139.0
6 - 7	14.0	24.0	679.0	1427.0	5827.0	4733.0	43.0	6.0	3.0	12756.0
7 - 8	9.0	14.0	277.0	785.0	4434.0	5526.0	65.0	9.0	5.0	11174.0
8 - 9	5.0	6.0	164.0	757.0	4364.0	6807.0	257.0	7.0	2.0	12399.0
9 - 10	5.0	1.0	174.0	775.0	3406.0	6740.0	817.0	3.0	2.0	11925.0
10 - 11	2.0	7.0	67.0	427.0	2534.0	6822.0	1467.0	13.0	1.0	11306.0
11 - 12	1.0	.0	58.0	288.0	2000.0	7106.0	2482.0	65.0	3.0	12003.0
12 - 13	4.0	5.0	25.0	164.0	1592.0	6851.0	3455.0	243.0	6.0	12345.0
13 - 14	1.0	7.0	20.0	119.0	1307.0	5622.0	3655.0	366.0	12.0	11105.0
14 - 15	.0	2.0	32.0	284.0	1974.0	6419.0	4710.0	517.0	53.0	14440.0
15 - 16	2.0	1.0	32.0	207.0	1744.0	6543.0	5362.0	99.0	116.0	14897.0
16 - 17	.0	.0	73.0	120.0	807.0	3795.0	3384.0	660.0	106.0	8391.0
17 - 18	.0	.0	29.0	93.0	721.0	3074.0	3454.0	888.0	210.0	8468.0
18 - 19	.0	.0	18.0	116.0	747.0	3277.0	4360.0	1313.0	360.0	10191.0
19 - 20	1.0	.0	9.0	42.0	279.0	1109.0	2044.0	897.0	318.0	4698.0
20 - 21	.0	.0	5.0	9.0	77.0	270.0	507.0	292.0	142.0	1397.0
21 - 22	.0	.0	1.0	8.0	47.0	274.0	785.0	559.0	253.0	1979.0
22 - 23	.0	.0	2.0	9.0	54.0	290.0	943.0	548.0	314.0	2150.0
23 - 24	.0	.0	1.0	5.0	37.0	142.0	420.0	328.0	205.0	1134.0
24 - 25	.0	.0	2.0	11.0	55.0	257.0	662.0	343.0	234.0	1564.0
25 - 26	.0	.0	.0	3.0	77.0	134.0	382.0	327.0	212.0	1090.0
26 - 27	.0	.0	.0	2.0	19.0	104.0	323.0	224.0	152.0	624.0
27 - 28	.0	.0	.0	4.0	27.0	96.0	338.0	276.0	249.0	875.0
28 - 29	.0	.0	.0	3.0	21.0	59.0	203.0	225.0	236.0	747.0
29 - 30	.0	.0	1.0	7.0	10.0	52.0	184.0	175.0	196.0	620.0
30+	.0	.0	1.0	1.0	9.0	29.0	41.0	29.0	36.0	146.0
Total	17734.0	75563.0	143047.0	134361.0	100397.0	81507.0	40555.0	9311.0	3429.0	605898.0

Table A-1 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1972										
0 - 1	11452.0	77767.0	39026.0	6713.0	121.0	31.0	5.0	.0	.0	90413.0
1 - 2	774.0	15421.0	52337.0	24229.0	941.0	103.0	3.0	1.0	.0	93794.0
2 - 3	364.0	7264.0	20062.0	46106.0	14574.0	118.0	7.0	.0	.0	94297.0
3 - 4	133.0	655.0	9778.0	29743.0	29945.0	204.0	18.0	1.0	.0	69947.0
4 - 5	24.0	50.0	1447.0	3507.0	9395.0	1153.0	19.0	3.0	.0	15642.0
5 - 6	27.0	24.0	1061.0	2233.0	9194.0	3035.0	27.0	3.0	4.0	14613.0
6 - 7	12.0	21.0	781.0	2047.0	5931.0	3645.0	37.0	2.0	2.0	12518.0
7 - 8	4.0	12.0	347.0	1146.0	4636.0	4820.0	59.0	9.0	1.0	11038.0
8 - 9	5.0	7.0	144.0	607.0	3342.0	5242.0	196.0	8.0	6.0	9606.0
9 - 10	7.0	3.0	43.0	552.0	3345.0	6393.0	674.0	6.0	2.0	11091.0
10 - 11	4.0	.0	79.0	614.0	2702.0	4465.0	1180.0	6.0	3.0	11057.0
11 - 12	1.0	2.0	40.0	351.0	2075.0	6534.0	1403.0	59.0	2.0	10867.0
12 - 13	1.0	.0	33.0	240.0	1624.0	6686.0	2742.0	194.0	6.0	11576.0
13 - 14	1.0	.0	23.0	144.0	1240.0	6390.0	3736.0	415.0	25.0	12024.0
14 - 15	.0	.0	13.0	43.0	1044.0	5254.0	3817.0	541.0	44.0	10865.0
15 - 16	1.0	.0	25.0	216.0	1671.0	6349.0	4449.0	856.0	132.0	14154.0
16 - 17	.0	.0	16.0	177.0	1470.0	6134.0	5510.0	1134.0	236.0	14455.0
17 - 18	.0	.0	16.0	105.0	674.0	3047.0	3451.0	775.0	144.0	8257.0
18 - 19	1.0	.0	21.0	79.0	617.0	2779.0	3395.0	445.0	294.0	8130.0
19 - 20	1.0	.0	10.0	71.0	419.0	1449.0	3013.0	1090.0	376.0	6868.0
20 - 21	.0	.0	.0	8.0	47.0	379.0	968.0	528.0	263.0	2733.0
21 - 22	.0	.0	1.0	4.0	26.0	114.0	369.0	143.0	112.0	813.0
22 - 23	.0	.0	.0	3.0	20.0	132.0	443.0	364.0	214.0	1216.0
23 - 24	.0	.0	.0	6.0	22.0	145.0	595.0	385.0	274.0	1427.0
24 - 25	.0	.0	.0	2.0	16.0	77.0	274.0	257.0	177.0	803.0
25 - 26	.0	.0	.0	3.0	24.0	153.0	506.0	290.0	230.0	1210.0
26 - 27	.0	.0	.0	1.0	12.0	44.0	264.0	228.0	181.0	770.0
27 - 28	.0	.0	.0	2.0	4.0	66.0	237.0	180.0	122.0	616.0
28 - 29	.0	.0	.0	4.0	9.0	76.0	247.0	255.0	236.0	867.0
29 - 30	.0	.0	.0	3.0	13.0	52.0	174.0	199.0	189.0	630.0
30+	.0	.0	1.0	1.0	14.0	47.0	76.0	57.0	66.0	262.0
Total	12741.0	53227.0	134680.0	119314.0	94372.0	77693.0	58964.0	9018.0	3389.0	542298.0



Table A-1 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
	Fiscal Year 1973									
0 - 1	25821.0	73015.0	77559.0	4324.0	77.0	11.0	7.0	1.0	.0	93817.0
1 - 2	587.0	17225.0	44795.0	23210.0	872.0	40.0	4.0	.0	.0	79034.0
2 - 3	718.0	2770.0	21539.0	31540.0	8099.0	72.0	6.0	.0	1.0	64205.0
3 - 4	179.0	1095.0	14091.0	36859.0	28099.0	152.0	9.0	2.0	.0	80435.0
4 - 5	6.0	46.0	1957.0	4361.0	12712.0	1090.0	23.0	3.0	.0	20208.0
5 - 6	7.0	11.0	470.0	1981.0	7657.0	2662.0	26.0	2.0	.0	13216.0
6 - 7	5.0	18.0	575.0	1422.0	5762.0	4070.0	29.0	3.0	2.0	11943.0
7 - 8	4.0	9.0	417.0	1550.0	4950.0	4335.0	55.0	3.0	.0	11318.0
8 - 9	1.0	7.0	237.0	863.0	3792.0	4897.0	127.0	10.0	1.0	9920.0
9 - 10	5.0	3.0	91.0	420.0	2634.0	5191.0	405.0	5.0	4.0	8748.0
10 - 11	2.0	2.0	40.0	339.0	2653.0	5246.0	936.0	12.0	1.0	10231.0
11 - 12	1.0	1.0	30.0	477.0	2257.0	5366.0	1464.0	38.0	2.0	10645.0
12 - 13	.0	1.0	25.0	259.0	1731.0	5225.0	2071.0	169.0	4.0	10485.0
13 - 14	.0	.0	30.0	191.0	1302.0	5236.0	3027.0	414.0	20.0	11220.0
14 - 15	.0	.0	10.0	119.0	1036.0	5922.0	3901.0	683.0	53.0	11734.0
15 - 16	.0	.0	14.0	70.0	870.0	4824.0	3957.0	814.0	117.0	10672.0
16 - 17	.0	1.0	18.0	165.0	1410.0	5464.0	5075.0	1116.0	241.0	13890.0
17 - 18	.0	.0	14.0	146.0	1239.0	5694.0	5526.0	1394.0	382.0	14495.0
18 - 19	.0	1.0	14.0	105.0	597.0	2730.0	3447.0	866.0	281.0	8041.0
19 - 20	.0	.0	13.0	29.0	321.0	1577.0	2322.0	804.0	316.0	5392.0
20 - 21	.0	.0	6.0	15.0	133.0	673.0	1522.0	712.0	369.0	3330.0
21 - 22	.0	.0	.0	2.0	35.0	168.0	594.0	349.0	257.0	1445.0
22 - 23	.0	.0	1.0	1.0	12.0	60.0	244.0	125.0	104.0	556.0
23 - 24	.0	.0	1.0	5.0	14.0	42.0	333.0	264.0	714.0	913.0
24 - 25	.0	.0	.0	1.0	15.0	74.0	429.0	312.0	282.0	1114.0
25 - 26	.0	.0	.0	1.0	15.0	53.0	224.0	210.0	199.0	691.0
26 - 27	.0	.0	.0	1.0	14.0	91.0	328.0	232.0	224.0	894.0
27 - 28	.0	1.0	.0	.0	4.0	53.0	187.0	140.0	141.0	610.0
28 - 29	.0	.0	.0	.0	6.0	50.0	205.0	154.0	130.0	545.0
29 - 30	.0	.0	.0	3.0	7.0	49.0	227.0	214.0	201.0	701.0
30+	.0	.0	.0	.0	14.0	43.0	53.0	52.0	64.0	226.0
Total	25757.0	50187.0	114717.0	105459.0	48328.0	75515.0	16463.0	9193.0	3654.0	510669.0

Table A-1 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
	Fiscal Year 1974									
0 - 1	29477.0	52701.0	12546.0	4202.0	118.0	34.0	26.0	3.0	3.0	99514.0
1 - 2	2544.0	23066.0	12546.0	21044.0	669.0	29.0	6.0	3.0	1.0	41947.0
2 - 3	204.0	1201.0	15754.0	24339.0	6995.0	60.0	17.0	5.0	.0	54566.0
3 - 4	94.0	886.0	9107.0	27452.0	18471.0	99.0	18.0	.0	2.0	56133.0
4 - 5	22.0	90.0	7030.0	6350.0	14494.0	437.0	23.0	5.0	.0	23451.0
5 - 6	8.0	26.0	1240.0	2440.0	11515.0	2060.0	49.0	8.0	1.0	17347.0
6 - 7	2.0	10.0	522.0	1182.0	5869.0	2730.0	49.0	2.0	.0	10356.0
7 - 8	2.0	7.0	798.0	1045.0	5141.0	4166.0	50.0	6.0	3.0	10850.0
8 - 9	2.0	6.0	275.0	1131.0	4575.0	4327.0	86.0	9.0	4.0	10419.0
9 - 10	1.0	6.0	111.0	633.0	3370.0	4772.0	297.0	10.0	2.0	9202.0
10 - 11	2.0	1.0	73.0	278.0	2246.0	5041.0	576.0	14.0	4.0	8195.0
11 - 12	2.0	.0	24.0	228.0	2267.0	6145.0	1171.0	30.0	2.0	9873.0
12 - 13	1.0	2.0	71.0	356.0	2044.0	6193.0	1711.0	104.0	7.0	10449.0
13 - 14	.0	1.0	21.0	212.0	1493.0	5932.0	2336.0	246.0	23.0	10304.0
14 - 15	.0	.0	16.0	160.0	1114.0	5795.0	3165.0	558.0	46.0	10854.0
15 - 16	.0	.0	6.0	103.0	902.0	5406.0	4005.0	802.0	109.0	11333.0
16 - 17	1.0	.0	9.0	65.0	739.0	4526.0	3959.0	973.0	179.0	10450.0
17 - 18	.0	.0	17.0	143.0	1277.0	5604.0	5152.0	1227.0	324.0	13749.0
18 - 19	.0	1.0	9.0	125.0	1117.0	5326.0	5550.0	1475.0	443.0	14046.0
19 - 20	.0	.0	11.0	60.0	372.0	1856.0	2585.0	752.0	298.0	5934.0
20 - 21	.0	.0	6.0	4.0	95.0	567.0	1323.0	578.0	275.0	2852.0
21 - 22	.0	.0	1.0	9.0	49.0	295.0	1012.0	539.0	364.0	2269.0
22 - 23	.0	.0	.0	1.0	21.0	104.0	423.0	299.0	227.0	1065.0
23 - 24	.0	.0	.0	1.0	14.0	47.0	176.0	107.0	45.0	440.0
24 - 25	.0	.0	2.0	2.0	11.0	66.0	262.0	221.0	204.0	764.0
25 - 26	.0	.0	.0	.0	16.0	57.0	361.0	261.0	279.0	974.0
26 - 27	.0	.0	1.0	1.0	9.0	34.0	184.0	155.0	186.0	574.0
27 - 28	.0	.0	.0	1.0	10.0	64.0	256.0	145.0	214.0	744.0
28 - 29	.0	.0	.0	.0	9.0	47.0	156.0	145.0	176.0	533.0
29 - 30	.0	.0	.0	.0	4.0	32.0	166.0	132.0	130.0	464.0
30+	.0	.0	.0	2.0	11.0	45.0	94.0	105.0	93.0	350.0
Total	32766.0	40007.0	74744.0	57573.0	45059.0	71413.0	35244.0	9001.0	3702.0	490009.0

Table A-1 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
	Fiscal Year 1975									
0 - 1	20154.0	40657.0	11970.0	3545.0	74.0	12.0	3.0	.0	.0	95120.0
1 - 2	4004.0	74704.0	19415.0	17040.0	395.0	41.0	18.0	3.0	1.0	85651.0
2 - 3	907.0	6171.0	19504.0	30363.0	6059.0	40.0	8.0	3.0	1.0	63146.0
3 - 4	150.0	1076.0	7304.0	23959.0	14398.0	127.0	13.0	3.0	.0	47030.0
4 - 5	40.0	115.0	2109.0	6731.0	11740.0	645.0	20.0	2.0	1.0	21443.0
5 - 6	15.0	40.0	1108.0	3570.0	12411.0	1454.0	30.0	3.0	2.0	19438.0
6 - 7	11.0	10.0	987.0	1267.0	7950.0	2770.0	44.0	6.0	.0	13045.0
7 - 8	1.0	7.0	702.0	896.0	4947.0	2973.0	60.0	5.0	.0	9321.0
8 - 9	1.0	9.0	371.0	912.0	4345.0	4252.0	117.0	7.0	6.0	9990.0
9 - 10	1.0	7.0	160.0	932.0	4004.0	4209.0	260.0	9.0	3.0	9545.0
10 - 11	1.0	1.0	79.0	477.0	2772.0	4502.0	589.0	15.0	3.0	8439.0
11 - 12	.0	.0	26.0	212.0	1874.0	4733.0	939.0	20.0	5.0	7809.0
12 - 13	1.0	1.0	35.0	190.0	1892.0	5739.0	1565.0	89.0	3.0	9523.0
13 - 14	2.0	1.0	30.0	307.0	1741.0	5727.0	2156.0	190.0	14.0	10168.0
14 - 15	.0	1.0	12.0	145.0	1254.0	5410.0	2751.0	421.0	45.0	10043.0
15 - 16	.0	.0	12.0	141.0	934.0	5218.0	3498.0	704.0	115.0	10626.0
16 - 17	.0	.0	5.0	83.0	744.0	4927.0	4225.0	475.0	201.0	11060.0
17 - 18	.0	.0	6.0	56.0	612.0	4147.0	4073.0	1147.0	290.0	10331.0
18 - 19	.0	.0	10.0	120.0	1045.0	5009.0	5023.0	1360.0	403.0	13010.0
19 - 20	.0	2.0	4.0	66.0	614.0	2972.0	3918.0	1226.0	467.0	9121.0
20 - 21	.0	.0	3.0	19.0	47.0	634.0	1429.0	549.0	247.0	2963.0
21 - 22	.0	.0	1.0	2.0	19.0	258.0	493.0	473.0	249.0	1915.0
22 - 23	.0	.0	.0	4.0	25.0	148.0	657.0	397.0	334.0	1566.0
23 - 24	.0	.0	.0	.0	7.0	64.0	305.0	232.0	211.0	819.0
24 - 25	.0	.0	.0	1.0	4.0	26.0	134.0	81.0	86.0	336.0
25 - 26	.0	.0	1.0	1.0	7.0	35.0	205.0	190.0	196.0	635.0
26 - 27	.0	.0	.0	.0	.0	31.0	242.0	196.0	244.0	721.0
27 - 28	.0	1.0	.0	1.0	3.0	13.0	140.0	122.0	167.0	447.0
28 - 29	.0	.0	.0	1.0	7.0	43.0	220.0	169.0	214.0	654.0
29 - 30	.0	.0	.0	1.0	3.0	30.0	121.0	124.0	153.0	432.0
30+	.0	.0	.0	4.0	7.0	27.0	84.0	75.0	107.0	308.0
Total	34258.0	72901.0	82265.0	92044.0	40577.0	66370.0	13740.0	9800.0	3768.0	474735.0

Table A-1 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
	Fiscal Year 1976									
0 - 1										99658.0
1 - 2	25551.0	47548.0	11936.0	9514.0	75.0	26.0	6.0	2.0	.0	70581.0
2 - 3	2897.0	27762.0	31722.0	12961.0	184.0	42.0	12.0	1.0	.0	66224.0
3 - 4	1141.0	6006.0	24007.0	31875.0	3045.0	87.0	16.0	4.0	3.0	47241.0
4 - 5	232.0	1231.0	8279.0	22531.0	14864.0	88.0	12.0	1.0	.0	22469.0
5 - 6	39.0	94.0	2196.0	6777.0	12795.0	539.0	21.0	4.0	2.0	19156.0
6 - 7	17.0	34.0	879.0	1659.0	12544.0	1944.0	31.0	2.0	3.0	15240.0
7 - 8	14.0	21.0	637.0	1584.0	9691.0	1262.0	36.0	1.0	2.0	11980.0
8 - 9	3.0	11.0	513.0	1134.0	6137.0	4116.0	58.0	6.0	1.0	8838.0
9 - 10	3.0	7.0	216.0	821.0	3904.0	1655.0	118.0	13.0	5.0	9250.0
10 - 11	2.0	3.0	162.0	720.0	3300.0	4718.0	333.0	7.0	5.0	8415.0
11 - 12	3.0	4.0	95.0	603.0	3153.0	4518.0	551.0	13.0	4.0	8143.0
12 - 13	1.0	.0	49.0	308.0	2147.0	4698.0	911.0	25.0	6.0	7545.0
13 - 14	1.0	1.0	29.0	139.0	1392.0	4643.0	1281.0	54.0	7.0	9290.0
14 - 15	1.0	.0	23.0	124.0	1407.0	5533.0	2038.0	157.0	32.0	10038.0
15 - 16	2.0	1.0	22.0	190.0	1404.0	5505.0	2581.0	299.0	97.0	9905.0
16 - 17	.0	.0	5.0	124.0	957.0	5085.0	3098.0	535.0	174.0	10371.0
17 - 18	.0	.0	13.0	97.0	721.0	4805.0	3729.0	852.0	303.0	10895.0
18 - 19	.0	.0	4.0	49.0	591.0	4479.0	4333.0	1126.0	363.0	9716.0
19 - 20	.0	.0	7.0	38.0	425.0	1713.0	3930.0	1240.0	416.0	8190.0
20 - 21	1.0	.0	6.0	45.0	444.0	2688.0	3453.0	1133.0	364.0	4548.0
21 - 22	.0	.0	2.0	11.0	111.0	998.0	2190.0	872.0	202.0	1331.0
22 - 23	.0	.0	3.0	10.0	37.0	315.0	934.0	383.0	294.0	1145.0
23 - 24	.0	.0	1.0	3.0	13.0	170.0	596.0	342.0	294.0	646.0
24 - 25	.0	.0	1.0	1.0	15.0	85.0	446.0	303.0	193.0	280.0
25 - 26	.0	.0	.0	.0	5.0	56.0	243.0	189.0	72.0	483.0
26 - 27	.0	.0	1.0	3.0	4.0	20.0	98.0	72.0	166.0	547.0
27 - 28	.0	.0	1.0	2.0	4.0	31.0	144.0	135.0	224.0	385.0
28 - 29	.0	.0	.0	1.0	4.0	29.0	174.0	155.0	139.0	494.0
29 - 30	.0	.0	.0	.0	2.0	17.0	121.0	106.0	161.0	281.0
30+	.0	.0	1.0	1.0	4.0	30.0	171.0	126.0	105.0	46574.0
Total	73908.0	72774.0	80913.0	93324.0	79414.0	65965.0	31733.0	8211.0	3556.0	

Table A-2  
Total PEED ALNAV Enlisted Personnel Inventory

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1966										
0 - 1	21706.0	52730.0	17902.0	42.0	3.0	1.0	1.0	.0	.0	86965.0
1 - 2	1367.0	22538.0	57920.0	10962.0	10.0	.0	.0	.0	.0	97805.0
2 - 3	600.0	6398.0	41500.0	33002.0	3503.0	.0	.0	.0	.0	85097.0
3 - 4										
4 - 5	791.0	1929.0	22070.0	34207.0	14102.0	7.0	.0	.0	.0	73556.0
5 - 6	61.0	315.0	5706.0	9356.0	7702.0	320.0	.0	.0	.0	23500.0
6 - 7	23.0	152.0	2030.0	6076.0	7875.0	1005.0	.0	.0	.0	18005.0
7 - 8	15.0	80.0	1956.0	4335.0	7939.0	2005.0	3.0	.0	.0	17102.0
8 - 9	13.0	40.0	967.0	3160.0	7350.0	4120.0	23.0	.0	.0	15600.0
9 - 10	6.0	70.0	600.0	2305.0	6101.0	4655.0	101.0	.0	.0	14011.0
10 - 11	9.0	20.0	600.0	3319.0	7001.0	6550.0	599.0	.0	.0	19037.0
11 - 12	0.0	16.0	496.0	2051.0	7702.0	7370.0	1255.0	.0	.0	19070.0
12 - 13	6.0	0.0	211.0	1557.0	4357.0	4031.0	1113.0	7.0	.0	12006.0
13 - 14	7.0	0.0	162.0	1123.0	3505.0	4551.0	1520.0	57.0	.0	11016.0
14 - 15	3.0	6.0	120.0	1021.0	4202.0	6200.0	3360.0	160.0	1.0	15256.0
15 - 16	.0	1.0	51.0	350.0	1660.0	3057.0	2069.0	206.0	5.0	7007.0
16 - 17	.0	1.0	76.0	200.0	962.0	1010.0	1237.0	135.0	17.0	4506.0
17 - 18	.0	0.0	0.0	200.0	1100.0	3100.0	2710.0	0.0	70.0	7070.0
18 - 19	1.0	0.0	50.0	470.0	2032.0	5500.0	5221.0	1005.0	173.0	10000.0
19 - 20	.0	1.0	51.0	200.0	1100.0	3332.0	3351.0	799.0	200.0	9100.0
20 - 21	2.0	7.0	150.0	0.0	2300.0	4500.0	4500.0	1100.0	262.0	13000.0
21 - 22	.0	0.0	0.0	270.0	0.0	2310.0	3300.0	0.0	275.0	0026.0
22 - 23	1.0	.0	27.0	150.0	550.0	1620.0	2700.0	701.0	303.0	5100.0
23 - 24	.0	1.0	7.0	53.0	230.0	0.0	1961.0	760.0	370.0	0270.0
24 - 25	.0	.0	5.0	25.0	0.0	373.0	923.0	0.0	316.0	2212.0
25 - 26	.0	.0	1.0	12.0	0.0	227.0	672.0	0.0	301.0	1017.0
26 - 27	.0	.0	.0	1.0	7.0	71.0	267.0	195.0	103.0	000.0
27 - 28	.0	.0	.0	1.0	0.0	30.0	110.0	70.0	73.0	300.0
28 - 29	.0	.0	.0	.0	3.0	20.0	90.0	71.0	57.0	205.0
29 - 30	.0	.0	.0	1.0	5.0	25.0	69.0	53.0	51.0	200.0
30+	1.0	.0	1.0	1.0	7.0	13.0	79.0	0.0	39.0	103.0
Total	27012.0	80300.0	150700.0	116730.0	93710.0	70100.0	17002.0	7071.0	2700.0	591037.0

Table A-2 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1967										
0 - 1	24086.0	80344.0	27676.0	2836.0	665.0	12.0	.0	.0	.0	135619.0
1 - 2	1892.0	74731.0	63014.0	11115.0	39.0	8.0	.0	.0	.0	100798.0
2 - 3	850.0	5948.0	47065.0	43473.0	4321.0	7.0	3.0	.0	.0	101667.0
3 - 4	358.0	1971.0	20623.0	34920.0	12719.0	12.0	1.0	.0	.0	70604.0
4 - 5	95.0	317.0	4475.0	12468.0	10419.0	303.0	2.0	.0	.0	28079.0
5 - 6	43.0	166.0	2816.0	6195.0	9031.0	1578.0	2.0	.0	.0	19831.0
6 - 7	21.0	98.0	1840.0	4586.0	8822.0	2418.0	5.0	.0	.0	18240.0
7 - 8	9.0	32.0	970.0	3080.0	7840.0	4179.0	60.0	.0	.0	16170.0
8 - 9	8.0	27.0	518.0	1991.0	7030.0	5491.0	291.0	.0	.0	15456.0
9 - 10	5.0	30.0	338.0	1449.0	5405.0	5667.0	571.0	.0	.0	13465.0
10 - 11	9.0	10.0	322.0	1826.0	6626.0	7314.0	1200.0	1.0	.0	17308.0
11 - 12	3.0	11.0	255.0	1958.0	6773.0	8206.0	1991.0	9.0	.0	19206.0
12 - 13	2.0	7.0	126.0	822.0	3942.0	5645.0	1856.0	50.0	.0	12550.0
13 - 14	1.0	5.0	93.0	634.0	2935.0	4629.0	1942.0	119.0	1.0	10359.0
14 - 15	.0	5.0	80.0	634.0	3062.0	6067.0	3333.0	309.0	14.0	13504.0
15 - 16	.0	.0	38.0	253.0	1292.0	3144.0	2553.0	326.0	30.0	7636.0
16 - 17	.0	.0	34.0	155.0	784.0	1740.0	1424.0	230.0	23.0	4430.0
17 - 18	1.0	1.0	42.0	191.0	657.0	2548.0	2695.0	536.0	102.0	6473.0
18 - 19	3.0	.0	39.0	382.0	1687.0	4948.0	5822.0	1299.0	281.0	14511.0
19 - 20	.0	1.0	32.0	195.0	830.0	2410.0	3267.0	836.0	235.0	7806.0
20 - 21	2.0	1.0	54.0	300.0	975.0	2411.0	2833.0	826.0	239.0	7641.0
21 - 22	1.0	2.0	25.0	156.0	564.0	1648.0	2619.0	852.0	282.0	6151.0
22 - 23	.0	.0	17.0	111.0	421.0	1173.0	2233.0	737.0	291.0	4983.0
23 - 24	.0	.0	5.0	29.0	165.0	708.0	1765.0	707.0	358.0	3737.0
24 - 25	.0	.0	3.0	17.0	72.0	310.0	832.0	461.0	294.0	1449.0
25 - 26	.0	.0	1.0	10.0	39.0	147.0	665.0	440.0	385.0	1727.0
26 - 27	.0	.0	.0	.0	5.0	62.0	287.0	175.0	158.0	687.0
27 - 28	.0	.0	.0	1.0	4.0	30.0	107.0	57.0	63.0	262.0
28 - 29	.0	.0	.0	.0	3.0	17.0	89.0	68.0	56.0	233.0
29 - 30	.0	.0	.0	1.0	1.0	19.0	74.0	47.0	52.0	196.0
30+	.0	.0	.0	2.0	2.0	10.0	94.0	54.0	39.0	201.0
Total	27389.0	113697.0	170601.0	129882.0	97333.0	73491.0	8616.0	8139.0	2903.0	662059.0

Table A-2 (Continued)

Years of Service	Paygrade									
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	Total
Fiscal Year 1968										
0 - 1	10391.0	47670.0	11575.0	1155.0	300.0	56.0	1.0	.0	.0	75328.0
1 - 2	1050.0	20872.0	11065.0	27060.0	1249.0	22.0	.0	.0	.0	177723.0
2 - 3	1254.0	6017.0	44097.0	29269.0	6644.0	11.0	1.0	.0	.0	97249.0
3 - 4	478.0	1907.0	20053.0	36992.0	16827.0	20.0	3.0	.0	.0	76270.0
4 - 5	74.0	267.0	3392.0	7303.0	9077.0	586.0	.0	.0	.0	20706.0
5 - 6	41.0	128.0	1401.0	4732.0	9285.0	2071.0	1.0	.0	.0	18061.0
6 - 7	29.0	137.0	2035.0	7910.0	8931.0	1507.0	4.0	.0	.0	18444.0
7 - 8	5.0	40.0	400.0	2671.0	9147.0	4543.0	24.0	.0	.0	16331.0
8 - 9	.0	31.0	492.0	1500.0	6541.0	5028.0	301.0	.0	.0	14389.0
9 - 10	1.0	10.0	761.0	1063.0	5276.0	5099.0	775.0	.0	.0	13399.0
10 - 11	5.0	9.0	155.0	711.0	4000.0	5096.0	1154.0	.0	.0	11599.0
11 - 12	2.0	5.0	103.0	1065.0	5593.0	7743.0	2031.0	42.0	.0	16714.0
12 - 13	1.0	11.0	144.0	906.0	5364.0	4603.0	2440.0	214.0	.0	18177.0
13 - 14	7.0	7.0	61.0	506.0	2961.0	5300.0	2213.0	212.0	3.0	11246.0
14 - 15	.0	7.0	61.0	305.0	2391.0	4740.0	2045.0	307.0	20.0	10342.0
15 - 16	3.0	1.0	40.0	334.0	2306.0	5743.0	3045.0	637.0	66.0	13113.0
16 - 17	.0	.0	20.0	141.0	936.0	2600.0	2476.0	529.0	91.0	6801.0
17 - 18	1.0	1.0	19.0	102.0	646.0	1654.0	1517.0	332.0	66.0	4330.0
18 - 19	.0	.0	10.0	141.0	763.0	2605.0	3050.0	745.0	222.0	7565.0
19 - 20	.0	.0	37.0	215.0	1077.0	1776.0	4970.0	1259.0	398.0	11724.0
20 - 21	.0	.0	20.0	66.0	366.0	1125.0	1991.0	600.0	253.0	4411.0
21 - 22	.0	1.0	24.0	154.0	516.0	1515.0	2112.0	635.0	290.0	5247.0
22 - 23	.0	1.0	16.0	92.0	325.0	1035.0	1804.0	702.0	287.0	4265.0
23 - 24	.0	.0	9.0	52.0	257.0	759.0	1581.0	567.0	292.0	3513.0
24 - 25	.0	.0	1.0	14.0	110.0	419.0	1249.0	537.0	372.0	2702.0
25 - 26	.0	.0	2.0	11.0	52.0	199.0	645.0	306.0	314.0	1612.0
26 - 27	.0	.0	1.0	5.0	24.0	125.0	484.0	319.0	317.0	1275.0
27 - 28	.0	.0	.0	.0	2.0	37.0	202.0	117.0	114.0	472.0
28 - 29	.0	.0	.0	1.0	7.0	24.0	87.0	45.0	60.0	219.0
29 - 30	.0	.0	.0	.0	3.0	13.0	73.0	56.0	51.0	149.0
30+	.0	.0	.0	2.0	1.0	14.0	103.0	44.0	51.0	221.0
Total	23164.0	90114.0	204276.0	130538.0	170210.0	75161.0	18096.0	8297.0	3271.0	663742.0

Table A-2 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1969										
0 - 1	23472.0	52372.0	14513.0	1390.0	974.0	69.0	3.0	.0	.0	103093.0
1 - 2	677.0	17647.0	6772.0	19061.0	1111.0	79.0	1.0	.0	.0	105300.0
2 - 3	897.0	4924.0	54263.0	77763.0	26135.0	80.0	3.0	.0	.0	164022.0
3 - 4	614.0	1874.0	17647.0	29844.0	20940.0	45.0	7.0	.0	.0	71061.0
4 - 5	109.0	275.0	2624.0	6395.0	11795.0	1050.0	6.0	.0	.0	23258.0
5 - 6	50.0	114.0	1677.0	1144.0	8444.0	1123.0	1.0	.0	.0	16506.0
6 - 7	35.0	101.0	1402.0	2455.0	8163.0	4970.0	10.0	.0	.0	17044.0
7 - 8	17.0	47.0	450.0	2059.0	7271.0	6075.0	17.0	.0	.0	16336.0
8 - 9	5.0	22.0	100.0	1044.0	5749.0	4467.0	417.0	.0	.0	14703.0
9 - 10	7.0	14.0	224.0	767.0	4154.0	4453.0	1032.0	.0	.0	12851.0
10 - 11	5.0	5.0	105.0	425.0	2344.0	4503.0	1540.0	1.0	.0	11621.0
11 - 12	3.0	10.0	44.0	299.0	2544.0	4743.0	2110.0	18.0	.0	10450.0
12 - 13	7.0	2.0	44.0	553.0	3565.0	4062.0	3360.0	133.0	.0	15873.0
13 - 14	.0	7.0	75.0	507.0	3545.0	4637.0	4372.0	321.0	4.0	17513.0
14 - 15	2.0	7.0	40.0	242.0	1961.0	4115.0	3150.0	315.0	19.0	10447.0
15 - 16	.0	1.0	45.0	195.0	1507.0	4472.0	3222.0	448.0	54.0	10028.0
16 - 17	2.0	.0	31.0	215.0	1544.0	4149.0	4676.0	474.0	140.0	12725.0
17 - 18	.0	1.0	10.0	45.0	665.0	2733.0	2406.0	637.0	156.0	6671.0
18 - 19	.0	1.0	17.0	74.0	474.0	1432.0	1657.0	448.0	111.0	4254.0
19 - 20	.0	2.0	30.0	79.0	471.0	1649.0	2491.0	795.0	282.0	5448.0
20 - 21	.0	.0	15.0	66.0	383.0	1412.0	2594.0	549.0	360.0	5419.0
21 - 22	.0	.0	7.0	32.0	144.0	622.0	1361.0	449.0	236.0	2446.0
22 - 23	.0	1.0	10.0	42.0	264.0	900.0	1599.0	559.0	294.0	3717.0
23 - 24	.0	.0	5.0	45.0	210.0	663.0	1308.0	643.0	304.0	3174.0
24 - 25	.0	.0	.0	35.0	145.0	454.0	1162.0	520.0	295.0	2620.0
25 - 26	.0	.0	.0	.0	61.0	257.0	446.0	526.0	342.0	2141.0
26 - 27	.0	.0	.0	7.0	36.0	136.0	424.0	374.0	245.0	1216.0
27 - 28	.0	.0	1.0	3.0	17.0	32.0	344.0	253.0	744.0	1009.0
28 - 29	.0	.0	.0	1.0	2.0	21.0	156.0	109.0	102.0	399.0
29 - 30	.0	.0	.0	1.0	2.0	14.0	74.0	41.0	52.0	149.0
30+	.0	.0	.0	1.0	4.0	17.0	49.0	69.0	45.0	235.0
Total	28296.0	81337.0	15646.0	145918.0	115665.0	47743.0	41046.0	4572.0	3432.0	673548.0



Table A-2 (Continued)

Years of Service	Peygrede									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1970										
0 - 1	27781.0	70859.0	70422.0	7246.0	245.0	63.0	.0	.0	.0	123323.0
1 - 2	750.0	21717.0	59954.0	32737.0	1409.0	2.0	6.0	.0	.0	128034.0
2 - 3	274.0	7223.0	30417.0	42169.0	13090.0	54.0	.0	.0	.0	95337.0
3 - 4	360.0	1490.0	15485.0	48990.0	47891.0	164.0	4.0	.0	.0	114384.0
4 - 5	131.0	269.0	3236.0	6352.0	10869.0	1198.0	5.0	.0	.0	22060.0
5 - 6	57.0	82.0	1570.0	7166.0	8135.0	3456.0	4.0	.0	.0	16466.0
6 - 7	24.0	71.0	959.0	2065.0	6344.0	4778.0	4.0	.0	.0	14244.0
7 - 8	27.0	41.0	576.0	1706.0	6201.0	6017.0	7.0	.0	.0	14575.0
8 - 9	7.0	12.0	736.0	1337.0	5147.0	6572.0	372.0	.0	.0	13890.0
9 - 10	8.0	11.0	184.0	752.0	3883.0	6785.0	979.0	.0	.0	12502.0
10 - 11	7.0	5.0	99.0	441.0	2625.0	6545.0	1570.0	.0	.0	11278.0
11 - 12	1.0	4.0	44.0	305.0	1994.0	6354.0	2198.0	37.0	.0	10945.0
12 - 13	3.0	2.0	73.0	195.0	1715.0	5594.0	2717.0	134.0	.0	10393.0
13 - 14	1.0	.0	56.0	394.0	2624.0	7794.0	4172.0	340.0	4.0	15393.0
14 - 15	.0	7.0	45.0	355.0	2602.0	8154.0	5219.0	584.0	46.0	17017.0
15 - 16	1.0	1.0	74.0	205.0	1390.0	4772.0	3622.0	523.0	52.0	10590.0
16 - 17	1.0	.0	28.0	159.0	1149.0	4126.0	3541.0	686.0	117.0	9806.0
17 - 18	1.0	.0	26.0	157.0	1200.0	4616.0	5037.0	1233.0	254.0	12524.0
18 - 19	1.0	.0	10.0	79.0	517.0	2025.0	2766.0	900.0	744.0	6542.0
19 - 20	.0	.0	11.0	48.0	321.0	1171.0	1484.0	461.0	160.0	3656.0
20 - 21	.0	.0	6.0	40.0	201.0	776.0	1549.0	704.0	260.0	3546.0
21 - 22	.0	.0	5.0	30.0	197.0	744.0	1767.0	806.0	340.0	3934.0
22 - 23	.0	.0	7.0	19.0	120.0	392.0	890.0	434.0	221.0	2043.0
23 - 24	.0	.0	6.0	52.0	159.0	619.0	1236.0	503.0	781.0	2855.0
24 - 25	.0	.0	4.0	22.0	114.0	420.0	953.0	565.0	315.0	2398.0
25 - 26	.0	.0	.0	19.0	93.0	314.0	893.0	506.0	302.0	2127.0
26 - 27	.0	.0	.0	5.0	40.0	147.0	674.0	457.0	356.0	1723.0
27 - 28	.0	.0	.0	4.0	27.0	95.0	323.0	285.0	269.0	1032.0
28 - 29	.0	.0	1.0	3.0	15.0	77.0	293.0	234.0	275.0	899.0
29 - 30	.0	.0	.0	1.0	7.0	18.0	124.0	97.0	99.0	345.0
30+	.0	.0	.0	1.0	3.0	20.0	41.0	72.0	64.0	251.0
Total	29527.0	67804.0	147537.0	152032.0	121475.0	84156.0	42407.0	3561.0	3562.0	684121.0

Table A-2 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1971										
0 - 1	15752.0	40375.0	16492.0	1904.0	51.0	66.0	.0	.0	.0	74640.0
1 - 2	1726.0	71063.0	76321.0	21001.0	1314.0	40.0	.0	.0	.0	141109.0
2 - 3	313.0	7802.0	30246.0	54779.0	15637.0	59.0	3.0	.0	.0	103839.0
3 - 4	157.0	1006.0	18517.0	30046.0	26442.0	46.0	.0	1.0	.0	71297.0
4 - 5	88.0	174.0	2472.0	5192.0	13635.0	1136.0	1.0	.0	.0	23719.0
5 - 6	41.0	82.0	1782.0	2922.0	7524.0	7527.0	3.0	.0	.0	15161.0
6 - 7	24.0	41.0	892.7	2237.0	6172.0	4288.0	6.0	.0	.0	13760.0
7 - 8	12.0	29.0	407.0	1317.0	4832.0	5050.0	4.0	.0	.0	11651.0
8 - 9	8.0	9.0	247.0	920.0	4495.0	5891.0	104.0	.0	.0	11674.0
9 - 10	6.0	6.0	200.0	276.0	3454.0	6307.0	612.0	.0	.0	11861.0
10 - 11	3.0	7.0	84.0	470.0	2754.0	6284.0	1118.0	.0	.0	10725.0
11 - 12	.0	2.0	61.0	306.0	1940.0	6277.0	1798.0	30.0	.0	10464.0
12 - 13	2.0	.0	14.0	192.0	1550.0	5446.0	2434.0	138.0	.0	10331.0
13 - 14	2.0	3.0	74.0	131.0	1342.0	5238.0	2494.0	253.0	3.0	9890.0
14 - 15	1.0	3.0	70.0	286.0	2172.0	7324.0	4454.0	449.0	31.0	14803.0
15 - 16	.0	1.0	73.0	258.0	2124.0	7726.0	5506.0	784.0	43.0	16530.0
16 - 17	1.0	.0	24.0	123.0	1167.0	4500.0	3778.0	663.0	90.0	10346.0
17 - 18	.0	.0	27.0	121.0	961.0	4882.0	3642.0	821.0	172.0	9666.0
18 - 19	1.0	.0	25.0	132.0	972.0	4314.0	5054.0	1399.0	341.0	12242.0
19 - 20	1.0	.0	6.0	50.0	362.0	1492.0	2257.0	814.0	279.0	5261.0
20 - 21	.0	.0	9.0	22.0	147.0	665.0	957.0	352.0	135.0	2241.0
21 - 22	.0	.0	4.0	12.0	172.0	454.0	959.0	511.0	215.0	2257.0
22 - 23	.0	.0	3.0	13.0	108.0	444.0	1132.0	574.0	286.0	2564.0
23 - 24	.0	.0	3.0	9.0	77.0	238.0	576.0	334.0	190.0	1422.0
24 - 25	.0	.0	2.0	16.0	95.0	395.0	981.0	403.0	246.0	2034.0
25 - 26	.0	.0	3.0	7.0	63.0	272.0	679.0	480.0	281.0	1745.0
26 - 27	.0	.0	.0	3.0	53.0	211.0	613.0	402.0	243.0	1529.0
27 - 28	.0	.0	.0	3.0	20.0	120.0	452.0	352.0	290.0	1237.0
28 - 29	.0	.0	.0	2.0	24.0	62.0	250.0	248.0	245.0	831.0
29 - 30	.0	.0	1.0	2.0	11.0	56.0	247.0	195.0	220.0	732.0
30+	.0	.0	.0	2.0	2.0	14.0	97.0	68.0	70.0	253.0
Total	17738.0	75563.0	147007.0	130360.0	170342.0	41507.0	40555.0	9311.0	3430.0	605498.0

Table A-2 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1972										
0 - 1	11301.0	27665.0	19627.0	2215.0	9.0	16.0	.0	.0	.0	59829.0
1 - 2	201.0	19615.0	55155.0	15657.0	193.0	90.0	.0	.0	.0	91491.0
2 - 3	419.0	5008.0	44682.7	50294.0	9754.0	79.0	.0	.0	.0	110226.0
3 - 4	110.0	754.0	11149.0	34224.0	30512.0	101.0	1.0	.0	.0	76851.0
4 - 5	37.0	87.0	1959.0	5437.0	10737.0	577.0	1.0	1.0	.0	18836.0
5 - 6	27.0	39.0	1107.0	2358.0	8659.0	2567.0	1.0	.0	.0	14848.0
6 - 7	12.0	21.0	975.0	2720.0	6262.0	3165.0	1.0	.0	.0	13116.0
7 - 8	11.0	18.0	416.0	1620.0	5051.0	4503.0	4.0	.0	.0	11623.0
8 - 9	6.0	8.0	168.0	910.0	3733.0	6436.0	100.0	.0	.0	9661.0
9 - 10	5.0	7.0	172.0	633.0	3545.0	5549.0	458.0	2.0	.0	10302.0
10 - 11	4.0	1.0	83.0	630.0	3081.0	6084.0	322.0	.0	.0	10815.0
11 - 12	2.0	2.0	40.0	366.0	2263.0	6101.0	1417.0	27.0	.0	10220.0
12 - 13	2.0	1.0	33.0	248.0	1644.0	5972.0	2086.0	133.0	.0	10119.0
13 - 14	.0	1.0	14.0	152.0	1273.0	5640.0	2703.0	250.0	.0	10042.0
14 - 15	.0	.0	16.0	100.0	1090.0	4896.0	3105.0	419.0	27.0	9653.0
15 - 16	1.0	.0	20.0	214.0	1849.0	6899.0	4717.0	698.0	97.0	14494.0
16 - 17	.0	.0	16.0	218.0	1787.0	7277.0	5744.0	1060.0	189.0	16296.0
17 - 18	.0	.0	17.0	120.0	965.0	4245.0	3837.0	829.0	163.0	10272.0
18 - 19	1.0	.0	20.0	28.0	815.0	3610.0	3675.0	939.0	252.0	9410.0
19 - 20	1.0	.0	15.0	89.0	644.0	3053.0	3883.0	1258.0	402.0	9445.0
20 - 21	.0	.0	1.0	19.0	170.0	743.0	1304.0	536.0	252.0	3025.0
21 - 22	.0	.0	3.0	10.0	77.0	401.0	655.0	248.0	109.0	1503.0
22 - 23	.0	.0	3.0	6.0	52.0	259.0	609.0	345.0	177.0	1450.0
23 - 24	.0	.0	.0	9.0	47.0	258.0	736.0	389.0	258.0	1707.0
24 - 25	.0	.0	7.0	4.0	34.0	142.0	369.0	250.0	173.0	975.0
25 - 26	.0	.0	1.0	7.0	52.0	217.0	577.0	338.0	239.0	1531.0
26 - 27	.0	.0	1.0	1.0	34.0	170.0	476.0	349.0	243.0	1274.0
27 - 28	.0	.0	.0	4.0	28.0	135.0	429.0	309.0	210.0	1114.0
28 - 29	.0	.0	.0	3.0	6.0	90.0	381.0	308.0	776.0	1064.0
29 - 30	.0	.0	.0	3.0	11.0	49.0	214.0	217.0	202.0	696.0
30+	.0	.0	.0	2.0	5.0	29.0	161.0	103.0	112.0	412.0
Total	12740.0	53227.0	134579.0	118311.0	94368.0	77633.0	38964.0	9018.0	3390.0	542290.0

Table A-2 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
	Fiscal Year 1973									
0 - 1	25515.0	7257.0	15977.0	2239.0	11.0	2.0	2.0	.0	.0	70904.0
1 - 2	761.0	17345.0	18843.0	11793.0	231.0	21.0	.0	.0	.0	68994.0
2 - 3	793.0	4079.0	17112.0	72489.0	4958.0	60.0	2.0	.0	.0	78998.0
3 - 4	184.0	1737.0	17087.0	41422.0	25807.0	68.0	2.0	1.0	.0	85868.0
4 - 5	18.0	96.0	7571.0	9025.0	15615.0	728.0	2.0	.0	.0	27053.0
5 - 6	5.0	17.0	1054.0	1965.0	7104.0	1876.0	4.0	.0	.0	12025.0
6 - 7	9.0	20.0	1172.0	1924.0	6418.0	3730.0	1.0	.0	.0	13274.0
7 - 8	8.0	11.0	446.0	1907.0	5424.0	1872.0	5.0	.0	.0	11678.0
8 - 9	1.0	8.0	218.0	1040.0	4267.0	4675.0	50.0	1.0	.0	10260.0
9 - 10	5.0	5.0	88.0	521.0	2984.0	4795.0	283.0	.0	.0	8681.0
10 - 11	2.0	4.0	55.0	392.0	2787.0	5538.0	669.0	2.0	.0	9450.0
11 - 12	.0	2.0	51.0	520.0	2554.0	6066.0	1190.0	23.0	.0	10111.0
12 - 13	1.0	1.0	25.0	293.0	1876.0	4922.0	1663.0	115.0	.0	9896.0
13 - 14	1.0	.0	24.0	182.0	1349.0	5568.0	2337.0	294.0	6.0	9751.0
14 - 15	1.0	.0	8.0	118.0	1044.0	4245.0	2891.0	454.0	35.0	9797.0
15 - 16	.0	1.0	9.0	118.0	1044.0	4245.0	2891.0	454.0	35.0	9797.0
16 - 17	1.0	.0	32.0	69.0	851.0	4565.0	3263.0	614.0	64.0	9450.0
17 - 18	.0	1.0	15.0	172.0	1547.0	4837.0	4944.0	968.0	183.0	14267.0
18 - 19	1.0	.0	15.0	176.0	1505.0	4797.0	5964.0	1346.0	337.0	16142.0
19 - 20	.0	.0	14.0	110.0	814.0	3804.0	3986.0	935.0	764.0	10092.0
20 - 21	.0	.0	14.0	51.0	544.0	2675.0	2921.0	403.0	304.0	7321.0
21 - 22	.0	1.0	4.0	22.0	329.0	1670.0	2521.0	931.0	416.0	5945.0
22 - 23	.0	.0	1.0	7.0	49.0	442.0	904.0	414.0	255.0	2112.0
23 - 24	.0	.0	1.0	10.0	57.0	741.0	435.0	144.0	105.0	1030.0
24 - 25	.0	1.0	1.0	2.0	24.0	154.0	429.0	262.0	174.0	1251.0
25 - 26	.0	.0	1.0	1.0	14.0	141.0	532.0	313.0	276.0	1244.0
26 - 27	.0	.0	1.0	1.0	14.0	87.0	293.0	211.0	177.0	719.0
27 - 28	.0	.0	.0	2.0	24.0	116.0	465.0	274.0	234.0	1125.0
28 - 29	.0	1.0	1.0	1.0	14.0	103.0	319.0	268.0	245.0	956.0
29 - 30	.0	.0	.0	2.0	14.0	88.0	349.0	258.0	214.0	829.0
30+	.0	.0	.0	3.0	5.0	54.0	299.0	256.0	245.0	862.0
Total	2576.0	60187.0	114717.0	105459.0	89329.0	76615.0	36863.0	9183.0	3554.0	510668.0

Table A-2 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
	Fiscal Year 1974									
0 - 1	28888.0	87490.0	8675.0	2284.0	18.0	1.0	1.0	.0	.0	84304.0
1 - 2	7433.0	70577.0	27510.0	14011.0	184.0	1.0	1.0	.0	.0	76517.0
2 - 3	765.0	4501.0	18575.0	29236.0	4205.0	19.0	.0	.0	.0	57783.0
3 - 4	119.0	1130.0	10879.0	30250.0	16314.0	79.0	1.0	.0	.0	58750.0
4 - 5	30.0	199.0	2978.0	10581.0	16047.0	179.0	4.0	.0	.0	30017.0
5 - 6	14.0	87.0	1557.0	2639.0	11413.0	1592.0	5.0	.0	.0	17257.0
6 - 7	5.0	24.0	1558.0	2089.0	5972.0	2075.0	10.0	.0	.0	11733.0
7 - 8	7.0	15.0	550.0	1655.0	5365.0	1794.0	6.0	.0	.0	11078.0
8 - 9	4.0	11.0	744.0	1250.0	5190.0	1853.0	8.0	.0	.0	10570.0
9 - 10	.0	7.0	117.0	723.0	3890.0	4552.0	183.0	.0	.0	9457.0
10 - 11	2.0	1.0	47.0	313.0	2677.0	4561.0	434.0	.0	.0	8131.0
11 - 12	2.0	1.0	79.0	265.0	2437.0	5555.0	950.0	10.0	.0	9152.0
12 - 13	.0	1.0	79.0	379.0	2277.0	6005.0	1404.0	60.0	.0	10166.0
13 - 14	.0	2.0	22.0	219.0	1547.0	5702.0	1902.0	201.0	.0	9702.0
14 - 15	.0	.0	15.0	152.0	1207.0	5327.0	2537.0	398.0	22.0	9653.0
15 - 16	.0	.0	9.0	99.0	927.0	4933.0	3791.0	577.0	65.0	9700.0
16 - 17	1.0	.0	7.0	52.0	724.0	4355.0	3394.0	733.0	116.0	9348.0
17 - 18	.0	.0	11.0	145.0	1361.0	6190.0	5099.0	1123.0	749.0	14148.0
18 - 19	.0	1.0	8.0	145.0	1359.0	6425.0	5475.0	1440.0	413.0	15807.0
19 - 20	.0	.0	5.0	74.0	500.0	3175.0	3403.0	945.0	304.0	8547.0
20 - 21	.0	.0	4.0	24.0	374.0	1591.0	2945.0	714.0	289.0	4961.0
21 - 22	.0	.0	.0	14.0	144.0	1075.0	1785.0	735.0	414.0	4162.0
22 - 23	.0	.0	2.0	2.0	47.0	240.0	662.0	327.0	732.0	1552.0
23 - 24	1.0	.0	1.0	3.0	7.0	152.0	315.0	146.0	102.0	752.0
24 - 25	.0	.0	1.0	7.0	13.0	92.0	347.0	223.0	177.0	855.0
25 - 26	.0	.0	1.0	.0	10.0	97.0	438.0	273.0	278.0	1093.0
26 - 27	.0	.0	2.0	1.0	9.0	54.0	235.0	157.0	174.0	632.0
27 - 28	.0	.0	.0	1.0	13.0	71.0	349.0	228.0	230.0	692.0
28 - 29	.0	.0	.0	.0	12.0	74.0	253.0	217.0	243.0	799.0
29 - 30	.0	.0	.0	2.0	8.0	61.0	284.0	220.0	206.0	755.0
30+	.0	.0	.0	.0	2.0	20.0	229.0	194.0	179.0	624.0
Total	3276.0	50065.0	74744.0	57573.0	45054.0	71913.0	15244.0	9001.0	3701.0	490007.0

Table A-2 (Continued)

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1975										
0 - 1	26187.0	23026.0	8759.0	1985.0	28.0	1.0	.0	.0	.0	71981.0
1 - 2	4738.0	20167.0	15752.0	11828.0	144.0	5.0	1.0	.0	.0	84431.0
2 - 3	1145.0	7619.0	22410.0	29275.0	3644.0	5.0	1.0	.0	.0	64120.0
3 - 4	185.0	1325.0	7807.0	25134.0	12597.0	47.0	.0	.0	.0	47096.0
4 - 5	59.0	241.0	2379.0	9648.0	12565.0	421.0	1.0	.0	.0	25354.0
5 - 6	19.0	88.0	1612.0	1617.0	12197.0	1438.0	4.0	.0	.0	19160.0
6 - 7	26.0	78.0	2467.0	2178.0	8360.0	2427.0	7.0	.0	.0	15539.0
7 - 8	7.0	24.0	770.0	1963.0	5243.0	2307.0	12.0	.0	.0	10326.0
8 - 9	1.0	12.0	716.0	1175.0	5314.0	1954.0	42.0	.0	.0	10816.0
9 - 10	1.0	9.0	147.0	960.0	4532.0	1958.0	130.0	.0	.0	9637.0
10 - 11	1.0	7.0	97.0	622.0	3272.0	4344.0	459.0	.0	.0	8633.0
11 - 12	1.0	2.0	80.0	258.0	2237.0	4426.0	773.0	5.0	.0	7741.0
12 - 13	1.0	.0	13.0	217.0	2063.0	5262.0	1208.0	53.0	.0	8823.0
13 - 14	1.0	1.0	75.0	327.0	1959.0	5637.0	1798.0	134.0	5.0	9897.0
14 - 15	1.0	2.0	17.0	187.0	1403.0	5195.0	2313.0	310.0	27.0	9451.0
15 - 16	.0	1.0	12.0	131.0	1038.0	4785.0	2905.0	532.0	63.0	9467.0
16 - 17	.0	1.0	6.0	91.0	745.0	4418.0	3416.0	727.0	130.0	9545.0
17 - 18	1.0	.0	4.0	55.0	570.0	4735.0	3520.0	893.0	700.0	9278.0
18 - 19	.0	.0	7.0	121.0	1155.0	5642.0	5157.0	1288.0	335.0	13715.0
19 - 20	.0	2.0	5.0	94.0	492.0	4315.0	4800.0	1372.0	481.0	11962.0
20 - 21	.0	.0	2.0	25.0	294.0	1753.0	2296.0	804.0	295.0	5460.0
21 - 22	.0	.0	.0	12.0	177.0	928.0	1471.0	600.0	276.0	3464.0
22 - 23	.0	.0	.0	5.0	88.0	594.0	1189.0	572.0	381.0	2829.0
23 - 24	.0	.0	2.0	.0	25.0	157.0	478.0	274.0	203.0	1150.0
24 - 25	.0	.0	1.0	2.0	74.0	47.0	234.0	113.0	100.0	571.0
25 - 26	.0	.0	1.0	1.0	5.0	54.0	282.0	190.0	183.0	721.0
26 - 27	.0	.0	1.0	.0	4.0	58.0	314.0	205.0	240.0	822.0
27 - 28	.0	.0	1.0	1.0	3.0	36.0	174.0	136.0	153.0	509.0
28 - 29	.0	.0	.0	.0	7.0	50.0	276.0	191.0	224.0	748.0
29 - 30	.0	.0	.0	.0	4.0	49.0	203.0	171.0	214.0	650.0
30+	.0	2.0	.0	1.0	5.0	36.0	272.0	230.0	253.0	800.0
Total	34768.0	72807.0	52265.0	82944.0	80577.0	65170.0	33740.0	4800.0	3768.0	474735.0

Table B-1

One-Year Lagged Correlation Coefficients Between Pairs of Conversion Factors  
 $(P_{ijk}/T_{ijk}, P_{i-1,jk}/T_{i-1,jk})$

Years of Service	Paygrade								
	F-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
Fiscal Year 1973									
0-1	-.0816	-.3097	-.3226	-.8468	-.0281	.5313	-.1386	.0000	.8000
1-2	-.3721	.2318	-.2033	-.5556	.0581	.9343	-.1250	.0000	.0000
2-3	.3190	.4776	-.4860	-.2024	-.1961	.9638	-.5972	.0000	.0000
3-4	.6250	.5196	.3633	.5552	.3478	.5277	.1910	-.2000	.0000
4-5	.2263	-.5091	-.0747	.6017	.5815	.0360	-.0133	.0000	.0000
5-6	.2699	.1856	.1628	.0109	.6695	.4872	.2564	.0000	.0000
6-7	-.5182	.6791	.1750	.5243	.8381	.7815	-.6257	.0000	.0000
7-8	-.0727	.1073	.0310	.5095	.7013	.8529	.6415	.0000	.0000
8-9	-.7623	.1795	.4257	.5675	.5200	.5730	.1396	.0000	.0000
9-10	-.1723	-.2152	.2237	.6103	.2938	.2157	.3946	.0000	.0000
10-11	-.3255	-.7245	.5890	.6358	.5490	.6125	.4641	-.3700	.0000
11-12	.1572	-.3585	.0898	.5769	.8822	.8544	.7784	-.2549	.0000
12-13	-.5917	.9032	.3260	.7751	.7401	.7852	.7288	.0855	.0000
13-14	-.0510	-.0221	-.1274	.8472	.7725	.7962	.7366	.0981	.3696
14-15	-.2000	-.4035	-.1169	.6637	.3992	.2394	.0730	-.1344	.4000
15-16	-.2928	-.3162	.0162	.0029	.3076	.3485	.2653	.0884	-.0426
16-17	-.2000	.0000	-.1404	-.1858	-.0384	.4827	.5920	.4886	-.0182
17-18	-.2000	.0000	.0469	.4365	.6507	.7876	.6910	.3819	.4596
18-19	-.6004	-.3071	-.1752	.7522	.5534	.6578	.5388	.4065	.2947
19-20	.5000	-.2767	-.0736	.5011	.6579	.7569	.4787	-.1473	.8121
20-21	-.2000	.8783	.4501	.3061	.2092	.2172	.0588	-.1941	-.2730
21-22	.0000	.0000	-.1183	-.2339	.3497	.0434	.1731	.3535	.8846
22-23	.0000	-.2000	.2161	.1002	-.3045	.0937	.3940	.5484	.5798
23-24	.0000	.0000	-.5607	-.2389	.2530	.1654	.3177	.4174	.5207
24-25	.0000	.0000	.1306	-.0315	-.0578	.1929	.3223	.3671	.3058
25-26	.0000	.0000	.1429	.2729	.1302	.2438	.3421	.3991	.2608
26-27	.0000	.0000	-.2000	.0667	.3859	.6299	.2977	.4327	.3393
27-28	.0000	.0000	-.2000	.3894	-.3176	-.0043	.0051	.2890	.0736
28-29	.0000	.0000	-.2000	.1176	.7057	.5818	.3781	.3011	.1458
29-30	.0000	.0000	-.2000	.2520	.6583	.0018	-.1693	.3278	.0096
30+	.0000	.0000	.0000	.0362	.6402	.9409	.5445	.0430	.6193

Table B-1 (Continued)

Years of Service	Paygrade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
Fiscal Year 1975									
0-1	---	---	---	---	---	---	---	---	---
1-2	.1555	.0622	.4596	.5499	.8720	.9281	.1416	.0000	.0000
2-3	-.5251	-.4072	.5531	.4473	-.0119	.9244	.8750	.0000	.0000
3-4	.5801	.6568	-.1823	.1549	.5902	.8322	.3075	.0000	.0000
4-5	.1551	.3787	.5349	.7036	.9274	.1813	.5392	1.0000	.0000
5-6	.3588	.5990	.8537	.0327	.8553	.8307	.8633	.0000	.0000
6-7	.0975	.6529	.6048	.9028	.9961	.9269	-.1067	.0000	.0000
7-8	.3336	.0939	.7865	.8998	.9500	.9737	-.6432	.0000	.0000
8-9	.0221	.0491	.0515	.9227	.9326	.9769	.6226	.0000	.0000
9-10	.6246	.3209	.9121	-.1757	.9768	.9761	.8022	.0000	.0000
10-11	.1584	-.7661	.5112	.9398	.9584	.9639	.8919	.0000	.0000
11-12	.1362	-.3659	.1981	.7295	.9732	.9684	.9298	.1434	.0000
12-13	.2603	-.0985	.5035	.9692	.9949	.9992	.9904	-.0038	.0000
13-14	.7131	.5736	.8883	.9622	.9867	.9960	.9958	.5226	.0000
14-15	-.5000	.0725	-.5284	.9781	.9919	.9928	.9906	.8643	.5663
15-16	.2928	-.4413	.5511	.9165	.8714	.9759	.9522	.9828	.8897
16-17	-.2000	.0000	.4825	.8199	.9832	.9596	.9737	.9661	.7793
17-18	-.2000	.6325	.2709	.8661	.9717	.9943	.9945	.9862	.9531
18-19	-.4300	-.4472	.7115	.9147	.9847	.9938	.9793	.9698	.9907
19-20	.0971	-.3671	.9433	.8350	.9431	.9254	.9923	.9974	.9046
20-21	.2300	.1758	.7961	.2640	.9055	.9285	.9142	.7468	.7507
21-22	.0000	.0000	.3470	.9660	.8606	.9782	.9916	.9772	.8775
22-23	.0000	.0000	-.9025	.7936	.9458	.9347	.9947	.9963	.9943
23-24	.0000	.0000	.4186	.8954	.9464	.9887	.9865	.9945	.9769
24-25	.0000	.0000	-.1610	.7628	.8932	.9459	.9968	.9964	.9904
25-26	.0000	.0000	.7835	.5628	.8999	.9872	.9991	.9973	.9947
26-27	.0000	.0000	.2928	.8073	.9007	.9731	.9513	.9981	.9984
27-28	.0000	.0000	1.0000	.8973	.9393	.9733	.9808	.9907	.9895
28-29	.0000	.0000	1.0000	.2984	.9505	.9124	.9760	.9772	.9778
29-30	.0000	.0000	1.0000	.8239	.8487	.8755	.9655	.9829	.9565
30+	.0000	.0000	.0000	.9822	.8439	.6433	.5684	.5460	.9311



Table B-1 (Continued)

Years of Service	Paygrade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
Fiscal Year 1976									
0 - 1	---	---	---	---	---	---	---	---	---
1 - 2	---	3151	5758	7637	7497	1522	10377	9660	9660
2 - 3	---	30427	3442	7177	5015	7360	1899	9660	9660
3 - 4	---	6040	4864	4535	8426	2490	1343	3920	3920
4 - 5	---	2537	5775	0422	6989	4266	0199	5313	5313
5 - 6	---	3921	6192	9638	9558	4944	4314	0000	0000
6 - 7	---	3742	3629	8038	7681	8814	2535	0000	0000
7 - 8	---	1285	4227	5849	8223	9840	9224	0000	0000
8 - 9	---	4078	0362	1548	7475	9597	0500	0000	0000
9 - 10	---	7055	7505	8709	6340	9573	7778	5860	5860
10 - 11	---	3607	6459	8444	2315	8359	8940	1283	1283
11 - 12	---	5965	0540	7477	7512	9572	9920	1265	1265
12 - 13	---	8083	3941	1415	8665	9899	9738	6097	6097
13 - 14	---	0446	5517	7997	9307	9790	9745	9090	9090
14 - 15	---	3803	2564	6717	8965	9495	9906	9210	9210
15 - 16	---	2000	2290	2921	8249	9772	9702	8078	8078
16 - 17	---	0000	1740	5159	2674	7956	9524	9893	9893
17 - 18	---	3162	0336	7512	3399	8741	9757	9829	9829
18 - 19	---	10000	3624	4737	6261	9101	9800	9695	9695
19 - 20	---	2071	2770	3581	5743	9430	9566	9480	9480
20 - 21	---	2000	2493	9362	1952	9635	9301	8706	8706
21 - 22	---	0000	5629	4559	8078	8737	9660	9032	9032
22 - 23	---	2000	0000	1110	0205	6999	9878	9551	9551
23 - 24	---	0000	4333	3217	0989	6784	9703	9435	9435
24 - 25	---	0000	0000	1847	0395	9447	9507	9915	9915
25 - 26	---	0000	0000	4521	5198	9459	9507	9348	9348
26 - 27	---	0000	0000	1209	9025	4845	9837	9340	9340
27 - 28	---	0000	0000	0227	8231	8971	8088	8974	8974
28 - 29	---	0000	0000	4545	1104	6487	6624	9247	9247
29 - 30	---	0000	0000	5477	6383	8200	9783	7125	7125
30+	---	0000	0000	4359	4712	7632	7661	7290	7290

Table B-2

One-Year Lagged Correlation Coefficients Between Pairs of Conversion Factors  
 $(P_{ijk}/T_{ijk}, P_{i-1,j-1,k}/T_{i-1,j-1,k})$

Years of Service	Paygrade									
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1973										
0 - 1	1.	1.	1.	1.	1.	1.	1.	1.	1.	1.
1 - 2	2.	1.	3.	3.	2.	2.	2.	2.	3.	3.
2 - 3	1.	1.	2.	3.	3.	3.	1.	2.	3.	3.
3 - 4	1.	2.	3.	1.	3.	2.	2.	2.	2.	3.
4 - 5	1.	2.	3.	2.	2.	3.	3.	2.	2.	3.
5 - 6	2.	2.	2.	3.	3.	2.	2.	2.	3.	3.
6 - 7	2.	1.	2.	2.	2.	2.	3.	3.	3.	3.
7 - 8	2.	1.	2.	2.	2.	3.	1.	2.	3.	3.
8 - 9	2.	3.	1.	2.	2.	2.	2.	2.	3.	3.
9 - 10	2.	2.	2.	3.	2.	2.	2.	2.	2.	3.
10-11	2.	3.	1.	2.	2.	2.	2.	3.	2.	3.
11-12	1.	3.	2.	3.	2.	2.	2.	2.	2.	3.
12-13	2.	1.	2.	2.	2.	2.	2.	2.	3.	3.
13-14	2.	2.	2.	2.	2.	2.	2.	2.	3.	3.
14-15	1.	2.	1.	2.	2.	2.	2.	2.	2.	2.
15-16	2.	3.	2.	2.	2.	3.	3.	2.	2.	2.
16-17	2.	3.	2.	2.	2.	2.	2.	3.	3.	3.
17-18	2.	2.	2.	2.	2.	2.	2.	2.	2.	2.
18-19	2.	3.	2.	2.	2.	2.	3.	2.	2.	3.
19-20	2.	2.	2.	2.	2.	2.	2.	2.	2.	2.
20-21	1.	1.	2.	2.	2.	2.	3.	2.	3.	3.
21-22	2.	1.	2.	1.	2.	2.	2.	2.	2.	1.
22-23	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
23-24	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
24-25	2.	3.	1.	2.	2.	2.	2.	2.	2.	2.
25-26	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
26-27	2.	3.	2.	2.	3.	3.	2.	2.	2.	2.
27-28	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
28-29	2.	3.	2.	3.	2.	2.	2.	2.	2.	2.
29-30	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
30+	2.	3.	3.	2.	2.	2.	1.	3.	3.	2.

Table B-2 (Continued)

Years of Service	Paygrade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
Fiscal Year 1975									
0-1	-.1547	-.1123	.6590	.7970	.6284	.6949	-.1644	.0000	.0000
1-2	.5124	.8693	.4112	-.4975	-.1351	.3192	-.2433	.0000	.0000
2-3	.5703	.6640	-.6529	-.0618	.1855	.2832	-.6266	.0000	.0000
3-4	.1919	.2997	.7732	.7861	.3917	.1935	-.1952	-.4286	.0000
4-5	-.0489	.6790	.4299	.0947	.1897	-.0848	.2392	-.2000	.0000
5-6	-.2733	-.0796	.2571	.2549	-.1120	.0311	.1781	.0000	.0000
6-7	-.0332	.3482	.1372	-.0212	.3658	-.4434	-.4726	.0000	.0000
7-8	-.3483	.1104	.3095	-.1780	.1251	.0795	.6017	.0000	.0000
8-9	-.5193	.2328	.5405	.0574	-.0021	.0464	.5974	-.2000	.0000
9-10	-.0300	-.1533	-.0389	-.0542	.4408	.5254	-.0005	-.2000	.0000
10-11	-.0981	-.7246	-.2401	.3834	.2559	.3437	.4623	-.3299	.0000
11-12	-.6435	-.3566	.0853	-.4372	.2787	.2363	.0954	-.3455	.0000
12-13	-.2279	.2286	-.2901	-.1866	.5358	.6875	.6511	.0241	.0000
13-14	.1429	.0724	.0745	.6858	.8872	.8766	.8292	.6776	.4628
14-15	-.2500	.2881	.1407	.8671	.7655	.7803	.7527	.7413	.8628
15-16	-.2000	-.2000	-.9012	.7970	.7960	.7837	.9013	.6515	.5104
16-17	-.2928	-.2000	.6667	-.2706	.5588	.2960	.0962	-.0024	-.2563
17-18	.0000	-.2000	-.1799	.1887	.2496	.1925	.1491	-.0239	.1076
18-19	-.5000	-.2928	-.2111	.4205	.1633	.4792	.3846	.3351	.4561
19-20	.2500	-.2000	-.1504	.2914	.8075	.8620	.6527	.6373	.5684
20-21	.0000	.0000	.6990	.0278	.9066	.5721	.4008	.2251	.6215
21-22	.0000	.0000	.4039	.1724	.6307	.5200	.4313	-.2498	.5187
22-23	.0000	.0000	.1289	-.1344	.1229	.3771	.1393	-.1347	.4040
23-24	.0000	.0000	-.3087	-.3768	-.1973	.0256	.2918	.6174	.6942
24-25	.0000	.0000	-.4286	.0948	.2356	-.0991	.3156	.5511	.6255
25-26	.0000	.0000	.0000	.4148	.5089	.1462	.3597	.4492	.4403
26-27	.0000	.0000	-.2000	-.6140	.2327	.2102	.3348	.3611	.3585
27-28	.0000	-.2000	-.2000	-.4235	.0397	.0461	.3212	.4298	.1759
28-29	.0000	.0000	-.2000	.3428	-.0693	-.0653	.2093	.3579	.2974
29-30	.0000	.0000	-.2000	.1000	-.3723	.0618	-.0687	.1548	.1291
30+	.0000	.0000	.0000	.3141	.0059	.8439	.3097	.4040	.2704

Table B-2 (Continued)

Years of Service	Paygrade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
Fiscal Year 1976									
0 - 1	---	---	---	---	---	---	---	---	---
1 - 2	.1596	-.1577	-.2819	.2766	.6731	.9670	.4497	---	.0000
2 - 3	.1179	-.7684	.5434	.4044	.7602	.9625	.4112	.0000	.0000
3 - 4	.6634	.1650	-.3862	.2728	.9305	.2300	-.3153	.0000	.0000
4 - 5	-.2932	-.1393	.4729	-.6587	.7475	-.2849	.8394	.8783	.0000
5 - 6	.6356	.5745	.9625	-.6525	.3528	.8858	.5593	.0000	.0000
6 - 7	-.7801	.1251	.1237	.3123	.9552	.9775	.5458	.0000	.0000
7 - 8	-.3124	.6664	.8525	.6245	.9038	.8100	-.4385	.0000	.0000
8 - 9	.3150	.1012	.6560	.9608	.7598	.8585	.6082	.0000	.0000
9 - 10	.7698	.6639	.8593	.8044	.9696	.9776	.9023	-.2000	.0000
10-11	.0841	-.7494	.0918	.3517	.9303	.9981	.9416	.9655	.0000
11-12	.4622	-.5515	-.4583	.2254	.8950	.9352	.8858	-.6395	.0000
12-13	.0739	-.2844	.5705	.6366	.9804	.9982	.9476	-.1109	.0000
13-14	.7468	.7921	.9276	.9064	.9907	.9961	.9968	.8268	.0000
14-15	-.2928	.4108	.7035	.9875	.9963	.9926	.9967	.9736	.8325
15-16	.2000	-.1615	-.6310	.9298	.9938	.9960	.9958	.9955	.8305
16-17	-.2928	-.2000	.5481	.8423	.9988	.9906	.9944	.9684	.9231
17-18	.0000	-.2000	.5198	.8802	.9825	.9850	.9819	.9859	.9154
18-19	-.3162	-.2928	.6246	.9221	.9399	.9977	.9798	.9703	.9845
19-20	.2500	-.2000	.7376	.9399	.9284	.9859	.9535	.9925	.9402
20-21	.0000	.0000	.3577	.5583	.9815	.9717	.9463	.9293	.9690
21-22	.0000	.0000	.7584	.8334	.9753	.9826	.9868	.9768	.9918
22-23	.0000	.0000	-.1366	.3347	.8570	.9914	.9924	.9934	.9652
23-24	.0000	.0000	.1099	.6419	.5994	.9792	.9762	.9741	.9932
24-25	.0000	.0000	.2288	.8121	.2757	.7511	.9947	.9970	.9952
25-26	.0000	.0000	.0000	.6183	.7757	.9559	.9958	.9981	.9965
26-27	.0000	.0000	-.2000	.6917	.9003	.9342	.9831	.9980	.9985
27-28	.0000	.0000	1.0000	.7498	.9286	.9885	.9941	.9982	.9908
28-29	.0000	.0000	1.0000	.5546	.9196	.9400	.9857	.9921	.9938
29-30	.0000	.0000	1.0000	.7273	.9258	.7743	.9929	.9928	.9932
30+	.0000	.0000	.5000	-.0890	.7953	.6453	.3900	.5410	.9329

Table B-3

One-Year Lagged Correlation Coefficients Between Pairs of Conversion Factors  
 $(P_{ijk}/T_{ijk}, P_{i-1,j-1,k-1}/T_{i-1,j-1,k-1})$

Years of Service	Paygrade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
Fiscal Year 1973									
- 1	---	---	---	---	---	---	---	---	---
- 2	---	-.6163	.5658	.7117	-.1090	.3292	-.5892	.0000	.0000
- 3	---	-.2412	-.0387	.7107	.5801	-.2565	.4802	.0000	.0000
- 4	---	.8846	-.3637	-.5372	.7966	.1459	.2429	-.5536	.0000
- 5	---	-.1127	.5429	-.6926	-.0539	.7936	.2439	-.6169	.0000
- 6	---	.4722	.2348	.8865	.2019	-.2439	-.2437	.0000	.0000
- 7	---	-.2403	-.1093	.5502	.1709	.7419	-.5925	.0000	.0000
- 8	---	.1652	.7880	.7464	.0294	.5989	-.2598	.0000	.0000
- 9	---	-.2137	.3118	.4692	-.2068	.6738	-.2698	-.3312	.0000
-10	---	-.3981	.4511	-.2655	.5612	.9833	-.3868	-.5413	.0000
-11	---	.6641	-.5332	.1209	.3846	.9931	.9586	-.4316	.0000
-12	---	.7918	-.2742	.2736	-.1305	.8754	.9669	.7754	.0000
-13	---	.4367	-.3682	.1809	-.2187	.9538	.9968	.1626	.0000
-14	---	-.3949	.5845	.5651	.6918	.9808	.9950	.9417	.7178
-15	---	-.2238	.3678	.5676	.8853	.9770	.9921	.9866	.8154
-16	---	-.2000	-.0795	.3414	.8441	.9824	.9901	.9891	.9355
-17	---	.8000	.1807	.3287	.8357	.9871	.9669	.9883	.9813
-18	---	-.2000	-.4488	.7814	.2051	.8653	.9625	.9638	.9449
-19	---	.2928	-.4889	.6183	.6144	.9092	.9465	.9398	.9567
-20	---	-.3162	-.2945	.2001	.8542	.9641	.9631	.9218	.9233
-21	---	.0000	.4661	-.6342	.9144	.9485	.9223	.9542	.9436
-22	---	.0000	.0000	-.7583	.3837	.9195	.9771	.9653	.8990
-23	---	.0000	.0000	.1516	.3429	.9612	.9664	.8521	.6698
-24	---	.0000	-.3371	.5057	.4122	.8661	.7542	.9088	.8809
-25	---	.0000	.0000	.0760	.6213	.6635	.9101	.9333	.9917
-26	---	.0000	.0000	.2590	.6231	.5801	.8079	.9047	.9881
-27	---	.0000	.0000	.0000	.8397	.6857	.9168	.9192	.9956
-28	---	.0000	.0000	-.0795	.6190	.8592	.8876	.9444	.9841
-29	---	.0000	-.2000	.6145	.5964	.9258	.9913	.9823	.9630
-30	---	.0000	.0000	.4000	-.6490	.7226	.9666	.8656	.9114
0+	---	.0000	.0000	.5795	-.5036	.9102	.2801	.9251	.4702

Table B-3 (Continued)

Years of Service	Paygrade									
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1975										
- 1	1.	1.	1.	1.	1.	1.	1.	1.	1.	1.
- 2	1.	1.	2.	3.	2.	2.	2.	2.	3.	3.
- 3	1.	1.	2.	3.	2.	2.	2.	3.	3.	3.
- 4	2.	3.	1.	1.	2.	2.	2.	2.	2.	3.
- 5	1.	1.	3.	1.	2.	3.	2.	2.	2.	3.
- 6	2.	2.	2.	3.	2.	2.	2.	2.	3.	3.
- 7	1.	1.	1.	3.	2.	2.	2.	2.	3.	3.
- 8	2.	2.	2.	3.	2.	2.	2.	1.	3.	3.
- 9	2.	1.	2.	2.	2.	2.	2.	2.	2.	3.
- 10	2.	2.	2.	2.	2.	3.	2.	2.	2.	3.
10-11	2.	3.	2.	1.	2.	2.	2.	3.	2.	3.
11-12	2.	3.	1.	3.	2.	2.	2.	3.	3.	3.
12-13	2.	3.	2.	3.	2.	2.	2.	3.	3.	3.
13-14	2.	2.	2.	2.	2.	2.	2.	2.	3.	3.
14-15	2.	2.	2.	2.	2.	2.	2.	2.	3.	3.
15-16	1.	2.	2.	2.	2.	2.	2.	2.	3.	1.
16-17	2.	2.	3.	2.	2.	2.	2.	2.	2.	3.
17-18	2.	3.	1.	2.	2.	2.	2.	2.	3.	3.
18-19	2.	3.	2.	2.	2.	2.	2.	2.	2.	3.
19-20	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
20-21	2.	2.	2.	2.	2.	2.	2.	2.	2.	2.
21-22	2.	3.	1.	2.	2.	2.	2.	2.	3.	2.
22-23	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
23-24	2.	3.	1.	2.	2.	2.	2.	2.	2.	2.
24-25	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
25-26	2.	3.	2.	2.	3.	2.	2.	2.	2.	2.
26-27	2.	3.	3.	2.	2.	2.	2.	2.	2.	2.
27-28	2.	3.	3.	2.	2.	2.	2.	2.	2.	2.
28-29	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
29-30	2.	3.	2.	3.	2.	2.	2.	3.	2.	2.
30+	2.	3.	3.	2.	2.	3.	2.	2.	3.	2.

Table B-3 (Continued)

Years of Service	Paygrade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
Fiscal Year 1976									
0 - 1	.6299	.3223	.7713	.8047	.4286	.7538	-.1510	.0000	.0000
1 - 2	.5719	.6706	.5451	-.2915	-.0116	.6019	-.3257	.0000	.0000
2 - 3	.5344	.4038	.1233	.5278	-.0868	.3027	-.5746	.0000	.0000
3 - 4	.4034	-.2649	.0075	.9559	.6184	-.2850	-.0951	-.4286	.0000
4 - 5	-.0724	.7399	-.6045	-.2209	-.1013	-.2898	-.1305	-.2000	.0000
5 - 6	-.1674	.3541	.4438	.8325	-.1817	.1863	.0229	.0000	.0000
6 - 7	.4176	.5643	.4087	.0693	.0233	-.4036	-.0504	.0000	.0000
7 - 8	-.2824	.1113	.2385	.2518	-.1189	-.1538	.2217	.0000	.0000
8 - 9	.2215	.5344	.7303	-.2853	.1342	-.3826	.3995	-.2000	.0000
9 - 10	-.0418	-.0583	.1841	.0788	-.1173	-.1047	.9074	-.2000	.0000
10-11	-.7576	-.6248	-.3942	-.3821	.3291	.4880	.2435	-.2569	.0000
11-12	-.5625	-.1202	-.1213	-.1751	.4115	.1191	.0129	.1181	.0000
12-13	-.2139	-.0466	-.5408	-.5541	.3332	.2092	.2064	-.0904	.0000
13-14	.0746	-.4000	.0771	-.0988	.5415	.7074	.6826	.3892	.3707
14-15	.0000	-.0656	.0399	.6630	.8588	.9100	.8397	.8429	.5967
15-16	-.2000	-.2000	-.7644	.7572	.7291	.8105	.7703	.7301	.6219
16-17	-.2928	-.2000	-.1591	.2399	.7366	.8211	.8312	.6833	.5404
17-18	.0000	.0000	.1702	.1096	.6942	.3484	.2236	-.1879	-.0156
18-19	-.5000	-.2928	-.1600	-.0087	.3394	.2402	-.0281	.0792	.1246
19-20	.2500	-.2000	-.3675	.2079	.5625	.6727	.4412	.4734	.5279
20-21	.0000	.0000	.7460	-.3672	.9377	.5632	.3520	.3376	.6877
21-22	.0000	.0000	.6449	-.2078	.7995	.5819	.4410	-.0147	.7685
22-23	.0000	.0000	-.6071	-.1057	.0024	.5488	.3994	-.2346	.2861
23-24	.0000	.0000	.0455	-.6485	.2682	.2535	.0311	.1215	.2174
24-25	.0000	.0000	-.4286	.0836	-.2786	-.5574	.3226	.5918	.6118
25-26	.0000	.0000	.0000	.4555	.6619	.0915	.3565	.5626	.5569
26-27	.0000	.0000	-.2000	-.2219	.4400	.0744	.3402	.4449	.4157
27-28	.0000	-.2000	.0000	-.5368	.0632	-.4870	.2975	.3658	.2675
28-29	.0000	.0000	-.2000	.5282	-.2600	.0472	.1959	.3596	.2391
29-30	.0000	.0000	-.2000	.4152	.6307	.3743	.2449	.2905	.3942
30+	.0000	.0000	.0000	.3891	-.5400	-.2246	-.0990	.2714	.2382



Table B-4

Cell of Conversion Factor Having Highest One-Year Lagged Correlation  
Coefficient With Conversion Factor of Cell to be Estimated

Years of Service	Paygrade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
Fiscal Year 1973									
0 - 1	---	---	---	---	---	---	---	---	---
1 - 2	.1437	.8012	.5316	.1432	.8231	.9704	.4942	.0000	.0000
2 - 3	.5123	.2174	.6902	.1004	.8546	.8991	.3731	.0000	.0000
3 - 4	.8713	.6275	.6543	.8298	.9304	-.1409	-.1224	.0000	.0000
4 - 5	.2614	.1833	-.2043	-.1737	.9697	-.1305	.8476	.8783	.0000
5 - 6	.7886	.8331	.9185	-.3917	.4958	.6604	.4473	.0000	.0000
6 - 7	-.1250	.5464	.0776	.1058	.8936	.9098	.7545	.0000	.0000
7 - 8	.7779	.8738	.9567	.7754	.9816	.9685	.4431	.0000	.0000
8 - 9	.2253	.2688	.9030	.9685	.9877	.9208	.4090	.0000	.0000
9 - 10	.5006	.6503	.8922	.9860	.9559	.9387	.9722	-.2000	.0000
10 - 11	.6463	-.7480	.3174	.3382	.9160	.9797	-.0235	1.0000	.0000
11 - 12	.4196	-.4862	-.1368	.8601	.9601	.9941	.9035	-.3675	.0000
12 - 13	.0680	-.0531	.6436	.5463	.9488	.9953	.9314	.0535	.0000
13 - 14	.6671	.6054	.9220	.4777	.9695	.9976	.9969	.5208	.0000
14 - 15	.0000	.3244	.8382	.9788	.9849	.9949	.9985	.9590	.8464
15 - 16	.2000	-.0510	-.5232	.9410	.9892	.9977	.9983	.9960	.9236
16 - 17	.2000	-.2000	.8056	.8411	.9961	.9979	.9983	.9910	.9905
17 - 18	.0000	.0000	.7566	.8851	.9926	.9984	.9988	.9920	.9474
18 - 19	.0000	-.2000	.6564	.9323	.9812	.9975	.9958	.9730	.9649
19 - 20	.2500	.8783	.6836	.9226	.9876	.9674	.9812	.9878	.9610
20 - 21	.0000	.0000	.4262	.4755	.9315	.9451	.9313	.9647	.9367
21 - 22	.0000	.0000	.7639	.8297	.9758	.9855	.9844	.9724	.9896
22 - 23	.0000	.0000	.2291	.3422	.7581	.9844	.9970	.9960	.9741
23 - 24	.0000	.0000	.5330	.6632	.1237	.9941	.9986	.9668	.8946
24 - 25	.0000	.0000	.7895	.7378	.3320	.9269	.9958	.9941	.9831
25 - 26	.0000	.0000	.2928	.6396	.8294	.8449	.9914	.9977	.9908
26 - 27	.0000	.0000	.0000	.8168	.9024	.8389	.9738	.9996	.9985
27 - 28	.0000	.0000	.0000	.7182	.9427	.2988	.9940	.9850	.9936
28 - 29	.0000	.0000	1.0000	.1011	.9110	.9022	.9748	.9910	.9945
29 - 30	.0000	.0000	1.0000	.9586	.5910	.8836	.9947	.9871	.9864
30+	.0000	.0000	.0000	.0000	.9881	.9359	.6981	.4522	.8675



Table B-4 (Continued)

Years of Service	Paygrade								
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9
Fiscal Year 1975									
0 - 1	---	---	---	---	---	---	---	---	---
1 - 2	---	.9117	.7092	.4419	-.1853	.4676	-.3213	.0000	.0000
2 - 3	---	-.5255	-.0947	.8472	.5498	.0594	.1660	.0000	.0000
3 - 4	---	.8341	.2071	.3185	.9827	.4590	.4475	-.4985	.0000
4 - 5	---	.2933	-.3987	-.5744	.3788	.5614	.3139	-.5602	.0000
5 - 6	---	.4081	.6883	.5575	.1216	.0717	-.8235	.0000	.0000
6 - 7	---	.6546	.0791	.4925	-.1632	.8622	-.6094	.0000	.0000
7 - 8	---	.5879	.9004	.8947	-.1869	.4991	-.6928	.0000	.0000
8 - 9	---	.0492	.7924	.4359	.1459	.6653	.0198	-.3250	.0000
9 - 10	---	-.4723	.5868	.3247	.0018	.8875	-.0319	-.1142	.0000
10-11	---	-.1544	-.3092	.0697	.5503	.9566	.9204	-.1945	.0000
11-12	---	.8278	-.6400	.3338	-.0535	.8344	.9437	.4283	.0000
12-13	---	.4392	.1184	.2187	-.4162	.9448	.9872	.1052	.0000
13-14	---	-.2720	.4324	.4355	-.2324	.9495	.9898	.9093	-.0665
14-15	---	-.1713	.1832	.7161	.6050	.9623	.9875	.9903	.6316
15-16	---	-.2000	.0225	.4464	.8278	.9678	.9898	.9893	.9402
16-17	---	.8000	.1443	.0504	.8382	.9718	.9858	.9892	.9775
17-18	---	.0200	-.2100	.8007	.5554	.9905	.9745	.9755	.9606
18-19	---	.0200	-.4410	.4352	.6834	.9158	.9394	.9372	.9495
19-20	---	-.3182	.2220	.1573	.7232	.9601	.9264	.9164	.8443
20-21	---	.0000	.9023	-.2656	.7045	.9291	.8780	.9220	.9770
21-22	---	.0000	.0000	-.5953	.5951	.8375	.9449	.9689	.9049
22-23	---	.0000	.0000	.2407	.1194	.9722	.9940	.9439	.8521
23-24	---	.0000	.0000	.4926	.0067	.8640	.9345	.9069	.8725
24-25	---	.0000	.0000	-.1974	.8314	.5524	.8679	.9539	.9739
25-26	---	.0000	.0000	.2207	.7225	.5711	.7247	.9333	.9912
26-27	---	.0000	.0000	.0000	.9000	.1710	.8953	.9352	.9949
27-28	---	.0000	.0000	-.0795	.6898	.2937	.9048	.9503	.9928
28-29	---	.0000	-.2000	.6435	.5053	.9157	.9634	.9853	.9888
29-30	---	.0000	.0000	.4152	-.8078	.7721	.9497	.9323	.9764
30+	---	.0000	.0000	.5830	-.8144	.9722	.7932	.8561	.6934

Table B-4 (Continued)

Years of Service	Paygrade									
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
Fiscal Year 1976										
0 - 1	1.	1.	1.	1.	1.	1.	1.	1.	1.	1.
1 - 2	1.	3.	3.	3.	3.	2.	2.	2.	3.	3.
2 - 3	1.	1.	2.	2.	2.	2.	2.	2.	3.	3.
3 - 4	2.	3.	2.	2.	1.	3.	3.	3.	2.	3.
4 - 5	1.	1.	2.	2.	2.	2.	3.	2.	2.	3.
5 - 6	2.	2.	2.	1.	2.	2.	2.	2.	3.	3.
6 - 7	1.	3.	1.	3.	2.	2.	2.	2.	3.	3.
7 - 8	2.	2.	2.	3.	2.	2.	2.	2.	3.	3.
8 - 9										
9 - 10	2.	1.	2.	2.	2.	2.	2.	2.	2.	3.
10 - 11	2.	2.	2.	2.	2.	2.	2.	2.	3.	3.
11 - 12	2.	3.	1.	2.	2.	2.	2.	3.	2.	3.
12 - 13	2.	3.	2.	2.	2.	2.	2.	3.	3.	3.
13 - 14	2.	2.	2.	2.	2.	2.	2.	2.	3.	1.
14 - 15	2.	2.	2.	2.	2.	2.	2.	2.	3.	2.
15 - 16	2.	2.	3.	2.	2.	2.	2.	2.	2.	3.
16 - 17	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
17 - 18	2.	3.	2.	2.	2.	2.	2.	2.	2.	3.
18 - 19	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
19 - 20	2.	2.	2.	2.	2.	2.	2.	2.	2.	2.
20 - 21	2.	3.	3.	2.	1.	2.	2.	2.	2.	3.
21 - 22	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
22 - 23	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
23 - 24	2.	3.	2.	2.	1.	2.	2.	2.	2.	2.
24 - 25	2.	3.	2.	2.	3.	2.	2.	2.	2.	2.
25 - 26	2.	3.	2.	2.	2.	2.	2.	2.	2.	3.
26 - 27	2.	3.	2.	2.	2.	2.	2.	2.	2.	2.
27 - 28	2.	3.	3.	2.	2.	2.	2.	2.	2.	2.
28 - 29	2.	3.	3.	2.	2.	2.	2.	2.	2.	2.
29 - 30	2.	3.	2.	2.	1.	2.	3.	2.	2.	2.
30+	2.	3.	3.	3.	2.	2.	3.	3.	3.	2.

Table C-1

Unconverted TAPMS Matrix Estimate—Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	25551.	42508.	11908.	2519.	75.	26.	6.	2.	0.	89658.
1 - 2	2897.	22762.	31722.	12961.	194.	42.	12.	1.	0.	70581.
2 - 3	1141.	6005.	28007.	71975.	3785.	87.	16.	4.	3.	66224.
3 - 4	232.	1231.	2275.	22531.	14854.	68.	12.	1.	3.	47241.
4 - 5	39.	99.	2105.	6777.	12735.	539.	21.	4.	0.	22469.
5 - 6	17.	39.	879.	3658.	12544.	1394.	31.	2.	2.	19156.
6 - 7	14.	21.	677.	1594.	9501.	3262.	36.	1.	3.	15249.
7 - 8	7.	11.	817.	1134.	6137.	4114.	58.	6.	2.	11980.
8 - 9	7.	7.	316.	821.	3004.	5655.	118.	13.	1.	5938.
9 - 10	2.	3.	152.	720.	3370.	4718.	333.	7.	5.	9250.
10 - 11	3.	4.	85.	603.	3133.	4514.	551.	13.	5.	8915.
11 - 12	1.	0.	49.	308.	2147.	4694.	911.	25.	4.	8143.
12 - 13	1.	1.	29.	138.	1392.	4641.	1241.	54.	6.	7545.
13 - 14	1.	0.	23.	124.	1407.	5533.	2038.	157.	7.	9290.
14 - 15	2.	3.	22.	190.	1404.	5505.	2581.	299.	32.	10038.
15 - 16	0.	0.	5.	124.	957.	5085.	3098.	539.	97.	9905.
16 - 17	0.	0.	17.	97.	721.	4905.	3729.	832.	174.	10371.
17 - 18	0.	0.	4.	49.	591.	4479.	4333.	1126.	303.	10885.
18 - 19	0.	0.	7.	38.	425.	3713.	3930.	1240.	363.	9716.
19 - 20	0.	0.	6.	45.	448.	2589.	3453.	1133.	416.	8190.
20 - 21	1.	0.	2.	11.	111.	904.	2190.	872.	364.	4548.
21 - 22	0.	0.	7.	10.	37.	315.	934.	383.	202.	1444.
22 - 23	0.	0.	7.	3.	13.	170.	596.	342.	204.	1331.
23 - 24	0.	0.	1.	1.	15.	85.	446.	303.	294.	1145.
24 - 25	0.	0.	0.	0.	5.	56.	243.	189.	193.	686.
25 - 26	0.	0.	1.	3.	8.	27.	98.	72.	78.	280.
26 - 27	0.	0.	1.	2.	4.	31.	144.	135.	166.	483.
27 - 28	0.	0.	0.	1.	4.	29.	174.	155.	224.	587.
28 - 29	0.	0.	0.	0.	2.	17.	121.	106.	139.	385.
29 - 30	0.	0.	1.	1.	4.	30.	171.	126.	161.	494.
30+	0.	0.	1.	1.	7.	30.	68.	69.	105.	281.
Total	99902.	72746.	80907.	23324.	79414.	65965.	31733.	8211.	3556.	465744.

Table C-2

Six-Year Column Percentage Distribution Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	26725.	41090.	10498.	1450.	147.	21.	0.	0.	0.	80296.
1 - 2	2299.	25513.	35390.	16124.	549.	34.	1.	0.	0.	79890.
2 - 3	547.	4611.	21527.	22578.	7144.	41.	10.	0.	0.	66449.
3 - 4	209.	1192.	8867.	28015.	22730.	71.	1.	0.	0.	60587.
4 - 5	70.	174.	1821.	6171.	11069.	520.	2.	0.	0.	19977.
5 - 6	31.	59.	1074.	2249.	7705.	1937.	7.	0.	0.	13009.
6 - 7	19.	47.	987.	1762.	5506.	2953.	4.	0.	0.	11230.
7 - 8	13.	23.	370.	1356.	4558.	3504.	5.	0.	0.	10000.
8 - 9	6.	11.	179.	871.	3920.	4317.	94.	0.	0.	9394.
9 - 10	5.	8.	97.	595.	3159.	4595.	355.	0.	0.	8814.
10 - 11	3.	4.	51.	376.	2798.	4227.	721.	0.	0.	8365.
11 - 12	1.	2.	32.	270.	1476.	5018.	1147.	20.	0.	8367.
12 - 13	0.	10.	20.	703.	1550.	5015.	1605.	95.	0.	8409.
13 - 14	10.	1.	20.	187.	1420.	5134.	2203.	219.	6.	9192.
14 - 15	0.	7.	16.	160.	1327.	5215.	2860.	397.	31.	10007.
15 - 16	10.	17.	14.	130.	1141.	4859.	3220.	554.	71.	9994.
16 - 17	10.	0.	11.	109.	997.	4402.	3459.	724.	136.	9920.
17 - 18	10.	0.	11.	103.	917.	4295.	3795.	934.	226.	10293.
18 - 19	10.	0.	10.	91.	786.	3741.	3709.	1048.	305.	9691.
19 - 20	0.	0.	7.	54.	400.	2777.	2627.	867.	318.	6620.
20 - 21	0.	0.	7.	20.	190.	1031.	1487.	605.	271.	3617.
21 - 22	0.	0.	2.	11.	115.	584.	1051.	496.	245.	2523.
22 - 23	0.	0.	2.	7.	65.	320.	645.	365.	231.	1674.
23 - 24	0.	0.	2.	10.	61.	229.	525.	267.	199.	1303.
24 - 25	0.	0.	1.	6.	41.	196.	462.	279.	212.	1180.
25 - 26	0.	0.	10.	5.	34.	150.	455.	299.	740.	1193.
26 - 27	0.	0.	0.	7.	74.	115.	384.	276.	746.	1051.
27 - 28	0.	0.	0.	2.	15.	81.	295.	236.	730.	950.
28 - 29	0.	0.	0.	1.	11.	64.	251.	210.	749.	789.
29 - 30	0.	0.	0.	1.	6.	41.	197.	173.	196.	610.
30+	0.	0.	0.	15.	3.	20.	139.	116.	129.	407.
Total	75908.	70774.	90907.	23324.	79414.	69965.	31733.	9211.	3556.	465749.

Table C-3

Previous-Year Column Percentage Distribution Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24526.	32995.	4617.	2013.	28.	10.	0.	0.	0.	72618.
1 - 2	4127.	10134.	34767.	14020.	142.	5.	10.	0.	0.	92833.
2 - 3	996.	7612.	22259.	29642.	3591.	6.	10.	0.	0.	62906.
3 - 4	167.	1374.	7570.	25444.	12415.	47.	2.	0.	0.	46204.
4 - 5	51.	241.	2747.	923.	12344.	419.	10.	0.	0.	24974.
5 - 6	17.	89.	1045.	3470.	12006.	1422.	4.	0.	0.	18797.
6 - 7	23.	79.	2427.	2208.	8239.	2412.	7.	0.	0.	15245.
7 - 8	6.	24.	757.	1440.	5167.	2293.	11.	0.	0.	10131.
8 - 9	3.	12.	711.	1191.	5217.	3930.	49.	0.	0.	10611.
9 - 10	10.	6.	145.	573.	4467.	3834.	122.	0.	0.	9455.
10 - 11	10.	7.	51.	520.	7175.	4317.	432.	0.	0.	9470.
11 - 12	7.	2.	35.	252.	2205.	4199.	727.	5.	0.	7594.
12 - 13	10.	0.	12.	220.	2033.	5230.	1136.	49.	0.	8656.
13 - 14	10.	10.	74.	332.	1931.	5603.	1691.	125.	5.	9710.
14 - 15	10.	2.	13.	190.	1383.	5163.	2175.	289.	25.	9272.
15 - 16	0.	10.	12.	133.	1023.	4756.	2732.	496.	59.	9298.
16 - 17	0.	10.	5.	82.	775.	4411.	3215.	678.	123.	7404.
17 - 18	10.	0.	4.	55.	562.	4010.	3317.	633.	189.	9102.
18 - 19	0.	0.	7.	123.	1145.	5604.	4850.	1202.	316.	13455.
19 - 20	0.	0.	3.	95.	879.	4790.	4514.	1280.	454.	11736.
20 - 21	0.	0.	0.	26.	290.	1742.	2159.	750.	274.	5357.
21 - 22	0.	0.	0.	12.	174.	922.	1383.	560.	260.	3394.
22 - 23	0.	0.	0.	5.	47.	640.	1119.	534.	360.	2775.
23 - 24	0.	0.	0.	0.	26.	166.	450.	256.	192.	1124.
24 - 25	0.	0.	10.	2.	24.	26.	220.	105.	94.	560.
25 - 26	0.	0.	10.	1.	6.	04.	255.	177.	173.	707.
26 - 27	0.	0.	10.	0.	4.	04.	245.	191.	226.	406.
27 - 28	0.	0.	10.	1.	3.	36.	167.	127.	144.	498.
28 - 29	0.	0.	0.	0.	7.	50.	260.	178.	211.	734.
29 - 30	0.	0.	0.	0.	8.	49.	191.	160.	207.	534.
30+	0.	0.	0.	1.	6.	76.	256.	215.	239.	745.
Total	22206.	72774.	92607.	93324.	79414.	65066.	31733.	4211.	3556.	465744.

Table C-4

Six-Year Row Parcentage Distribution Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	10217.	77977.	12559.	1940.	148.	21.	0.	0.	0.	67021.
1 - 2	1702.	17675.	35476.	14150.	453.	31.	10.	0.	0.	49127.
2 - 3	470.	3350.	76803.	35500.	7455.	42.	10.	0.	0.	74176.
3 - 4	172.	707.	9500.	23770.	18050.	55.	10.	0.	0.	51400.
4 - 5	60.	137.	2000.	8082.	15057.	925.	7.	0.	0.	20222.
5 - 6	32.	70.	1750.	3303.	11095.	2693.	4.	0.	0.	19036.
6 - 7	21.	53.	1667.	2727.	9150.	4723.	6.	0.	0.	16955.
7 - 8	14.	27.	629.	2020.	6501.	5073.	8.	0.	0.	14270.
8 - 9	4.	12.	224.	955.	4121.	4375.	99.	0.	0.	9791.
9 - 10	4.	7.	174.	716.	3539.	5104.	404.	0.	0.	12015.
10 - 11	7.	7.	65.	428.	2603.	5075.	785.	0.	0.	8963.
11 - 12	10.	2.	34.	280.	1006.	4916.	1163.	10.	0.	8330.
12 - 13	1.	10.	21.	191.	1393.	4352.	1447.	79.	0.	7479.
13 - 14	10.	10.	23.	197.	1357.	4735.	2104.	195.	5.	8607.
14 - 15	0.	1.	10.	156.	1372.	5019.	2840.	364.	26.	9770.
15 - 16	0.	0.	10.	129.	1093.	4451.	3054.	493.	57.	9284.
16 - 17	0.	0.	12.	109.	949.	4129.	3291.	441.	109.	9240.
17 - 18	0.	0.	17.	101.	652.	3806.	3564.	817.	140.	9433.
18 - 19	0.	0.	11.	98.	776.	3346.	3425.	901.	249.	4726.
19 - 20	0.	0.	11.	75.	679.	2950.	3527.	1083.	342.	4634.
20 - 21	0.	0.	0.	36.	339.	1607.	2534.	960.	341.	5965.
21 - 22	0.	0.	3.	17.	154.	806.	1502.	660.	320.	3472.
22 - 23	0.	0.	7.	12.	98.	464.	1029.	510.	293.	2408.
23 - 24	0.	0.	7.	17.	44.	364.	872.	444.	240.	2069.
24 - 25	0.	0.	1.	6.	36.	153.	393.	221.	153.	963.
25 - 26	0.	0.	0.	2.	14.	62.	193.	118.	86.	476.
26 - 27	0.	0.	0.	1.	13.	61.	214.	142.	115.	548.
27 - 28	0.	0.	0.	2.	13.	66.	240.	185.	144.	669.
28 - 29	0.	0.	0.	10.	7.	37.	150.	121.	123.	438.
29 - 30	0.	0.	0.	2.	6.	40.	191.	160.	165.	565.
30+	0.	0.	0.	10.	3.	22.	144.	120.	122.	423.
Total	21200.	56791.	91045.	90925.	84449.	50078.	33203.	8239.	3191.	467173.

Table C-5

Six-Year Row Percentage Distribution Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	27009.	47573.	11154.	1889.	155.	20.	0.	0.	0.	83737.
1 - 2	1942.	22621.	31510.	13769.	406.	30.	10.	0.	0.	70279.
2 - 3	575.	5074.	27807.	34551.	6691.	40.	10.	0.	0.	70742.
3 - 4	171.	1072.	7574.	23130.	16208.	53.	10.	0.	0.	49219.
4 - 5	97.	252.	2653.	4642.	13699.	799.	3.	0.	0.	26130.
5 - 6	45.	80.	1567.	3292.	9857.	2571.	4.	0.	0.	17521.
6 - 7	29.	69.	1481.	2654.	7321.	4033.	6.	0.	0.	15591.
7 - 8	19.	15.	558.	1966.	5934.	4844.	7.	0.	0.	13263.
8 - 9	6.	17.	100.	911.	3694.	4179.	95.	0.	0.	9120.
9 - 10	6.	9.	119.	697.	3264.	4479.	390.	0.	0.	9363.
10 - 11	3.	4.	59.	416.	2736.	4946.	751.	0.	0.	8416.
11 - 12	10.	2.	74.	279.	1710.	4694.	1117.	19.	0.	7850.
12 - 13	2.	10.	19.	186.	1250.	4156.	1374.	79.	0.	7069.
13 - 14	10.	1.	21.	187.	1219.	4522.	2010.	194.	6.	8154.
14 - 15	0.	2.	17.	152.	1147.	4792.	2727.	367.	29.	9274.
15 - 16	10.	10.	10.	126.	577.	4251.	2910.	491.	64.	8837.
16 - 17	10.	0.	11.	105.	851.	3942.	3145.	639.	122.	4417.
17 - 18	10.	0.	11.	90.	773.	5720.	3406.	815.	201.	9025.
18 - 19	10.	0.	10.	80.	652.	3146.	3277.	894.	266.	4370.
19 - 20	10.	0.	0.	74.	565.	2817.	3367.	1079.	403.	4315.
20 - 21	0.	0.	6.	35.	305.	1621.	2422.	956.	436.	5741.
21 - 22	0.	0.	7.	16.	147.	769.	1435.	458.	357.	3396.
22 - 23	0.	0.	7.	11.	88.	447.	997.	508.	327.	2362.
23 - 24	0.	0.	7.	17.	76.	351.	834.	442.	312.	2034.
24 - 25	0.	0.	1.	5.	32.	145.	376.	221.	170.	952.
25 - 26	0.	0.	0.	2.	13.	59.	144.	118.	96.	472.
26 - 27	0.	0.	0.	1.	12.	59.	205.	142.	129.	547.
27 - 28	0.	0.	0.	2.	12.	53.	220.	184.	182.	672.
28 - 29	0.	0.	0.	10.	6.	35.	147.	120.	137.	442.
29 - 30	0.	0.	0.	1.	6.	38.	193.	160.	184.	572.
30+	0.	0.	0.	10.	3.	21.	147.	120.	136.	428.
Total	20805.	72774.	80000.	23324.	79414.	65465.	51733.	4211.	5556.	455744.

Table C-6

Six-Year Moving Ratio Cell by Cell Conversion Factor Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1										70906.
1 - 2	35056.	35791.	6077.	3934.	37.	14.	0.	0.	0.	75227.
2 - 3	3450.	29946.	30725.	8957.	75.	24.	2.	0.	0.	80348.
3 - 4	1401.	8278.	34710.	34355.	2059.	43.	1.	0.	0.	52017.
4 - 5	259.	1475.	9790.	25704.	14747.	33.	10.	0.	0.	29152.
5 - 6	50.	173.	2817.	10954.	14919.	342.	7.	0.	0.	19227.
6 - 7	21.	61.	1105.	4026.	12419.	1592.	3.	0.	0.	16873.
7 - 8	22.	47.	1250.	2447.	10274.	2461.	4.	0.	0.	12403.
8 - 9	5.	75.	754.	1749.	6616.	3540.	6.	0.	0.	9138.
9 - 10	4.	10.	381.	1000.	4391.	3331.	60.	0.	0.	9246.
10 - 11	3.	4.	100.	407.	3593.	4324.	232.	0.	0.	8401.
11 - 12	3.	0.	0.	655.	3496.	4124.	412.	0.	0.	7683.
12 - 13	10.	0.	0.	347.	2313.	4768.	600.	11.	0.	6940.
13 - 14	1.	10.	0.	151.	1468.	4780.	974.	34.	0.	4737.
14 - 15	1.	0.	77.	128.	1515.	5299.	1662.	109.	2.	9812.
15 - 16	4.	4.	24.	201.	1579.	5501.	2257.	224.	19.	9976.
16 - 17	0.	0.	5.	134.	1109.	5364.	2464.	434.	65.	10799.
17 - 18	0.	0.	10.	107.	957.	5350.	3621.	716.	129.	11905.
18 - 19	10.	0.	4.	50.	717.	5307.	4507.	1064.	749.	10996.
19 - 20	0.	0.	7.	42.	522.	4601.	4264.	1740.	321.	10880.
20 - 21	1.	0.	6.	58.	673.	4144.	4287.	1251.	410.	7295.
21 - 22	0.	0.	0.	19.	255.	2398.	5208.	1029.	373.	2468.
22 - 23	0.	0.	0.	20.	95.	760.	1357.	430.	200.	1479.
23 - 24	0.	0.	10.	5.	72.	394.	856.	390.	199.	1418.
24 - 25	0.	0.	4.	2.	24.	154.	615.	334.	291.	403.
25 - 26	0.	0.	0.	0.	9.	105.	352.	722.	204.	340.
26 - 27	0.	0.	7.	4.	14.	36.	147.	41.	87.	656.
27 - 28	0.	0.	4.	7.	7.	53.	216.	180.	142.	770.
28 - 29	0.	0.	0.	1.	6.	45.	254.	202.	261.	493.
29 - 30	0.	0.	0.	0.	3.	23.	160.	133.	165.	542.
30+	0.	0.	1.	1.	4.	34.	244.	154.	200.	565.
Total	70280.	75871.	89581.	95790.	43891.	69522.	33433.	8406.	1560.	499334.



Table C-7

Six-Year Moving Ratio Cell by Cell Conversion Facts--Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24747.	34311.	5495.	3833.	35.	13.	0.	0.	0.	64475.
1 - 2	3407.	28755.	29554.	8728.	71.	23.	2.	0.	0.	70539.
2 - 3	1384.	7976.	30895.	33475.	1949.	42.	1.	0.	0.	75642.
3 - 4	256.	1414.	8850.	25045.	13960.	31.	10.	0.	0.	49557.
4 - 5	49.	165.	2540.	10576.	14173.	329.	2.	0.	0.	27784.
5 - 6	20.	59.	939.	3923.	11756.	1533.	3.	0.	0.	18292.
6 - 7	21.	45.	1146.	2384.	9678.	2754.	4.	0.	0.	16032.
7 - 8	5.	24.	690.	1703.	6763.	3504.	5.	0.	0.	12194.
8 - 9	4.	10.	308.	975.	4156.	3206.	57.	0.	0.	8717.
9 - 10	3.	4.	163.	786.	3496.	4166.	220.	0.	0.	4838.
10 - 11	5.	7.	99.	648.	3300.	3374.	391.	0.	0.	4413.
11 - 12	17.	0.	53.	339.	2195.	4109.	646.	10.	0.	7351.
12 - 13	1.	10.	25.	147.	1390.	4121.	924.	33.	0.	6645.
13 - 14	10.	0.	71.	125.	1434.	5100.	1577.	106.	2.	8366.
14 - 15	4.	4.	21.	195.	1495.	5296.	2142.	219.	19.	9394.
15 - 16	0.	0.	5.	130.	1750.	5164.	2718.	424.	65.	4556.
16 - 17	0.	0.	11.	104.	411.	5154.	3436.	699.	178.	10348.
17 - 18	10.	0.	4.	55.	679.	5109.	4274.	1039.	249.	11412.
18 - 19	0.	0.	0.	41.	894.	4029.	4047.	1211.	320.	10544.
19 - 20	10.	0.	5.	55.	637.	4037.	4064.	1222.	409.	10437.
20 - 21	0.	0.	2.	18.	251.	2308.	3045.	1006.	372.	7002.
21 - 22	0.	0.	5.	19.	90.	731.	1288.	420.	199.	2753.
22 - 23	0.	0.	11.	5.	30.	370.	813.	381.	199.	1804.
23 - 24	0.	0.	4.	7.	77.	144.	583.	326.	280.	1370.
24 - 25	0.	0.	0.	0.	9.	101.	334.	217.	203.	865.
25 - 26	0.	0.	0.	7.	13.	35.	134.	89.	47.	377.
26 - 27	0.	0.	4.	3.	6.	51.	205.	175.	192.	637.
27 - 28	0.	0.	0.	1.	6.	44.	241.	198.	261.	750.
28 - 29	0.	0.	0.	0.	2.	22.	161.	130.	164.	474.
29 - 30	0.	0.	10.	10.	4.	36.	231.	151.	190.	624.
30+	0.	0.	0.	10.	2.	18.	167.	153.	209.	551.
Total	70909.	72774.	92907.	93324.	79414.	65965.	31733.	4211.	3556.	465744.

Table C-8

Previous-Year Cell by Cell Conversion Factor Estimate--Fiscal Year--1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24700.	34562.	8958.	5327.	27.	2.	0.	0.	0.	73576.
1 - 2	3358.	27980.	29193.	9963.	67.	5.	10.	0.	0.	70566.
2 - 3	1440.	7415.	27482.	30733.	1855.	13.	2.	0.	0.	68941.
3 - 4	288.	1516.	8849.	23636.	13005.	33.	0.	0.	0.	47326.
4 - 5	58.	205.	2477.	9754.	13648.	352.	1.	0.	0.	26495.
5 - 6	22.	86.	1273.	3911.	11928.	1535.	4.	0.	0.	18764.
6 - 7	33.	164.	1590.	2723.	10191.	2858.	6.	0.	0.	17564.
7 - 8	21.	38.	1008.	2484.	6452.	3194.	12.	0.	0.	13208.
8 - 9	9.	9.	332.	1058.	4731.	3399.	42.	0.	0.	9580.
9 - 10	2.	4.	149.	742.	3735.	4325.	166.	0.	0.	9123.
10 - 11	3.	12.	88.	660.	3642.	4359.	429.	0.	0.	9194.
11 - 12	5.	2.	75.	375.	2563.	4393.	750.	6.	0.	8165.
12 - 13	1.	0.	16.	150.	1518.	4258.	989.	32.	0.	6964.
13 - 14	10.	0.	27.	132.	1583.	5446.	1700.	111.	2.	9001.
14 - 15	0.	6.	24.	192.	1566.	5286.	2170.	220.	19.	9484.
15 - 16	0.	10.	5.	115.	1059.	4663.	2573.	407.	53.	8876.
16 - 17	0.	0.	16.	95.	762.	4418.	3015.	620.	113.	9038.
17 - 18	10.	0.	7.	48.	550.	4358.	3745.	877.	209.	9790.
18 - 19	0.	0.	5.	38.	456.	4182.	4035.	1174.	302.	10193.
19 - 20	0.	0.	8.	64.	649.	4111.	4230.	1268.	428.	10758.
20 - 21	0.	0.	1.	15.	344.	2759.	3519.	1277.	435.	8391.
21 - 22	0.	0.	0.	60.	168.	1133.	1539.	486.	224.	3609.
22 - 23	0.	0.	0.	4.	46.	682.	1079.	493.	233.	2536.
23 - 24	0.	0.	2.	0.	56.	222.	699.	358.	283.	1619.
24 - 25	0.	0.	1.	0.	15.	209.	424.	264.	224.	1138.
25 - 26	0.	0.	1.	3.	7.	33.	135.	72.	73.	324.
26 - 27	0.	0.	0.	0.	2.	58.	187.	141.	163.	552.
27 - 28	0.	0.	0.	1.	4.	80.	221.	173.	205.	685.
28 - 29	0.	0.	0.	0.	2.	20.	152.	120.	145.	439.
29 - 30	0.	0.	0.	0.	11.	49.	287.	174.	230.	751.
30+	0.	0.	0.	0.	6.	40.	220.	201.	248.	716.
Total	29936.	72000.	81587.	32284.	80686.	66475.	32330.	4473.	3591.	467363.

Table C-9

Previous-Year Cell by Cell Conversion Factor Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24677.	34914.	8883.	5387.	26.	2.	0.	0.	0.	73890.
1 - 2	3355.	28265.	28948.	10075.	66.	5.	10.	0.	0.	70715.
2 - 3	1439.	7491.	27251.	31079.	1426.	13.	2.	0.	0.	89102.
3 - 4	287.	1531.	8775.	23902.	12800.	32.	0.	0.	0.	47328.
4 - 5	57.	207.	2456.	9864.	13432.	349.	1.	0.	0.	26368.
5 - 6	22.	87.	1268.	3955.	11740.	1523.	4.	0.	0.	18598.
6 - 7	33.	165.	1576.	2754.	10030.	2836.	6.	0.	0.	17400.
7 - 8	21.	38.	999.	2512.	6350.	3169.	11.	0.	0.	13102.
8 - 9	9.	9.	329.	1070.	4656.	3373.	42.	0.	0.	9488.
9 - 10	2.	4.	148.	750.	3676.	4291.	163.	0.	0.	9035.
10 - 11	3.	12.	87.	667.	3584.	4326.	421.	0.	0.	9102.
11 - 12	0.	2.	75.	379.	2522.	4360.	736.	6.	0.	8080.
12 - 13	10.	0.	16.	152.	1494.	4225.	971.	31.	0.	6889.
13 - 14	0.	0.	27.	134.	1558.	5404.	1668.	107.	2.	8901.
14 - 15	0.	6.	24.	194.	1541.	5246.	2130.	213.	19.	9373.
15 - 16	0.	10.	5.	117.	1042.	4627.	2525.	395.	53.	8764.
16 - 17	0.	0.	15.	96.	750.	4384.	2959.	601.	111.	8917.
17 - 18	10.	0.	3.	49.	542.	4325.	3676.	849.	207.	9650.
18 - 19	0.	0.	5.	39.	449.	4150.	3960.	1138.	299.	10040.
19 - 20	0.	0.	7.	65.	638.	4079.	4152.	1229.	424.	10595.
20 - 21	0.	0.	1.	15.	378.	2738.	3454.	1237.	431.	8255.
21 - 22	0.	0.	0.	61.	165.	1124.	1510.	471.	222.	3553.
22 - 23	0.	0.	0.	4.	45.	677.	1059.	477.	230.	2493.
23 - 24	0.	0.	7.	0.	55.	220.	686.	347.	240.	1589.
24 - 25	0.	0.	1.	0.	15.	207.	417.	255.	222.	1118.
25 - 26	0.	0.	10.	3.	7.	33.	132.	70.	72.	318.
26 - 27	0.	0.	0.	0.	2.	54.	185.	137.	162.	542.
27 - 28	0.	0.	0.	1.	4.	80.	217.	167.	203.	673.
28 - 29	0.	0.	0.	0.	2.	27.	149.	116.	144.	431.
29 - 30	0.	0.	0.	0.	10.	49.	282.	168.	228.	737.
30+	0.	0.	0.	0.	6.	40.	216.	195.	246.	703.
Total	29908.	72734.	80903.	93324.	79414.	65965.	31733.	8211.	3556.	465748.

Table C-10  
Previous-Year Prior LOS Cell Conversion Factor Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24700.	34562.	4958.	5327.	27.	2.	0.	0.	0.	73576.
1 - 2	2801.	18490.	23806.	7257.	65.	3.	0.	0.	0.	52423.
2 - 3	1323.	7383.	22097.	24502.	1122.	11.	10.	0.	0.	56434.
3 - 4	297.	1520.	9477.	21724.	8939.	13.	1.	0.	0.	41968.
4 - 5	48.	121.	2347.	7109.	11195.	199.	0.	0.	0.	21020.
5 - 6	25.	82.	992.	5265.	13380.	1295.	2.	0.	0.	21040.
6 - 7	18.	46.	927.	1694.	9215.	2523.	5.	0.	0.	14428.
7 - 8	7.	86.	1780.	1949.	6453.	3606.	9.	0.	0.	13391.
8 - 9	21.	24.	621.	1799.	4104.	2836.	24.	0.	0.	9429.
9 - 10	6.	4.	170.	928.	3999.	4387.	120.	0.	0.	9614.
10 - 11	3.	5.	78.	621.	3546.	4141.	275.	0.	0.	8670.
11 - 12	1.	0.	51.	337.	2496.	4533.	710.	0.	0.	8128.
12 - 13	0.	10.	45.	168.	1662.	4342.	1055.	13.	0.	7285.
13 - 14	1.	0.	12.	135.	1534.	5074.	1573.	93.	0.	8423.
14 - 15	1.	3.	26.	202.	1580.	5418.	2152.	211.	11.	9605.
15 - 16	10.	0.	5.	125.	1067.	4883.	2605.	397.	58.	9141.
16 - 17	0.	0.	13.	90.	798.	4406.	3097.	629.	95.	9128.
17 - 18	0.	0.	5.	48.	624.	4118.	3503.	840.	196.	9334.
18 - 19	10.	0.	5.	37.	396.	3613.	3396.	965.	250.	8663.
19 - 20	0.	0.	4.	45.	481.	3028.	3545.	1073.	346.	8522.
20 - 21	0.	0.	3.	16.	161.	1526.	2683.	976.	375.	5739.
21 - 22	0.	0.	7.	14.	128.	871.	1501.	561.	241.	3318.
22 - 23	0.	0.	0.	18.	59.	611.	982.	434.	226.	2330.
23 - 24	0.	0.	0.	1.	53.	341.	807.	437.	335.	1974.
24 - 25	0.	0.	1.	0.	19.	146.	381.	223.	186.	956.
25 - 26	0.	0.	10.	6.	24.	75.	171.	100.	91.	468.
26 - 27	0.	0.	1.	2.	3.	51.	198.	135.	155.	546.
27 - 28	0.	0.	0.	0.	2.	54.	226.	162.	220.	665.
28 - 29	0.	0.	0.	0.	2.	47.	154.	118.	127.	449.
29 - 30	0.	0.	0.	0.	4.	35.	215.	142.	169.	564.
30+	0.	0.	0.	0.	19.	49.	114.	95.	150.	427.
Total	29248.	62326.	70927.	79420.	73157.	62241.	29504.	7605.	3233.	417657.

Table C-11

Previous-Year Prior LOS Call Conversion Factor Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	Total
0 - 1	25257.	40334.	10718.	6260.	29.	2.	0.	0.	0.	82100.
1 - 2	2864.	21577.	27157.	8528.	71.	4.	0.	0.	0.	60200.
2 - 3	1352.	8616.	25202.	28791.	1218.	11.	10.	0.	0.	65191.
3 - 4	299.	1774.	10811.	25527.	9704.	14.	2.	0.	0.	48130.
4 - 5	49.	141.	2678.	8354.	12152.	211.	0.	0.	0.	23585.
5 - 6	26.	95.	1131.	6187.	14524.	1372.	2.	0.	0.	23337.
6 - 7	18.	54.	1057.	1990.	10003.	2674.	5.	0.	0.	15802.
7 - 8	7.	100.	1460.	2291.	7005.	3822.	10.	0.	0.	14696.
8 - 9	21.	28.	708.	2114.	4455.	3006.	25.	0.	0.	10358.
9 - 10	6.	5.	194.	1090.	4341.	4650.	129.	0.	0.	10414.
10 - 11	3.	6.	89.	730.	3849.	4389.	296.	0.	0.	9363.
11 - 12	1.	0.	58.	396.	2709.	4804.	764.	0.	0.	8732.
12 - 13	0.	10.	51.	197.	1804.	4602.	1134.	15.	0.	7803.
13 - 14	1.	0.	14.	159.	1665.	5378.	1692.	101.	0.	9010.
14 - 15	1.	4.	29.	238.	1715.	5743.	2315.	228.	13.	10285.
15 - 16	10.	0.	6.	147.	1159.	5175.	2802.	429.	64.	9782.
16 - 17	0.	0.	15.	106.	466.	4670.	3331.	679.	105.	9772.
17 - 18	0.	0.	5.	56.	678.	4364.	3768.	906.	216.	9994.
18 - 19	10.	0.	5.	44.	430.	3829.	3653.	1042.	275.	9279.
19 - 20	0.	0.	5.	53.	522.	3209.	3813.	1159.	380.	9141.
20 - 21	0.	0.	3.	18.	174.	1618.	2886.	1054.	412.	6165.
21 - 22	0.	0.	2.	16.	139.	923.	1614.	606.	265.	3566.
22 - 23	0.	0.	0.	21.	64.	648.	1056.	468.	249.	2506.
23 - 24	0.	0.	0.	1.	57.	362.	868.	471.	369.	2129.
24 - 25	0.	0.	2.	0.	20.	155.	410.	241.	204.	1031.
25 - 26	0.	0.	10.	7.	26.	79.	184.	108.	100.	505.
26 - 27	0.	0.	1.	2.	4.	54.	213.	146.	170.	591.
27 - 28	0.	0.	0.	0.	2.	58.	243.	175.	242.	720.
28 - 29	0.	0.	0.	0.	2.	50.	165.	128.	140.	485.
29 - 30	0.	0.	0.	0.	4.	37.	231.	154.	185.	611.
30+	0.	0.	0.	0.	20.	52.	123.	103.	165.	463.
Total	29908.	72734.	80903.	93324.	79414.	65965.	31733.	8211.	3556.	465748.

Table C-12

Previous-Year Prior LOS, Paygrade Cell Conversion Factor Estimate—Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-4	E-6	E-7	E-8	E-9	
0 - 1	24700.	34562.	8958.	5327.	27.	2.	0.	0.	0.	73576.
1 - 2	2801.	22004.	25768.	9727.	103.	15.	10.	0.	0.	60418.
2 - 3	1323.	6962.	29510.	29333.	2371.	32.	2.	0.	0.	69533.
3 - 4	293.	1554.	10222.	25792.	14331.	53.	2.	0.	0.	52247.
4 - 5	48.	122.	2704.	7244.	13422.	472.	8.	0.	0.	24020.
5 - 6	25.	58.	1842.	4126.	18055.	2116.	20.	0.	0.	26242.
6 - 7	18.	27.	1401.	2305.	10361.	3102.	28.	0.	0.	17242.
7 - 8	7.	26.	4001.	2830.	10550.	4328.	51.	10.	0.	21794.
8 - 9	21.	49.	1083.	1613.	8553.	3843.	92.	3.	0.	15256.
9 - 10	6.	9.	216.	756.	4252.	5718.	310.	3.	0.	11264.
10 - 11	3.	4.	109.	554.	3227.	5114.	505.	6.	0.	9523.
11 - 12	1.	0.	147.	320.	2350.	5461.	879.	19.	0.	9176.
12 - 13	0.	0.	20.	212.	1694.	5542.	1198.	44.	1.	8712.
13 - 14	1.	0.	0.	67.	1534.	6033.	1869.	121.	4.	9630.
14 - 15	1.	1.	22.	222.	1495.	6194.	2540.	249.	23.	10748.
15 - 16	10.	10.	10.	134.	967.	5671.	2975.	453.	71.	10203
16 - 17	0.	0.	11.	97.	670.	5317.	3420.	691.	131.	10337.
17 - 18	0.	0.	11.	59.	577.	4732.	3984.	910.	226.	10499.
18 - 19	10.	0.	0.	25.	417.	3458.	3824.	1072.	203.	9040.
19 - 20	0.	0.	0.	31.	452.	2486.	3889.	1163.	394.	8816.
20 - 21	0.	0.	2.	14.	158.	1445.	3349.	1068.	407.	6444.
21 - 22	0.	0.	0.	7.	51.	1091.	2582.	615.	296.	4642.
22 - 23	0.	0.	0.	0.	78.	772.	2144.	563.	259.	3815.
23 - 24	0.	0.	0.	0.	19.	299.	1790.	548.	424.	3080.
24 - 25	0.	0.	0.	6.	0.	208.	634.	296.	220.	1372.
25 - 26	0.	0.	0.	5.	16.	60.	366.	126.	109.	601.
26 - 27	0.	0.	0.	2.	4.	27.	239.	186.	166.	623.
27 - 28	0.	0.	0.	2.	0.	14.	326.	201.	234.	777.
28 - 29	0.	0.	0.	1.	2.	17.	335.	135.	155.	645.
29 - 30	0.	0.	0.	0.	0.	30.	199.	158.	182.	569.
30+	0.	0.	0.	0.	0.	80.	111.	116.	145.	452.
Total	29248.	65378.	86038.	93011.	95736.	74131.	37670.	8750.	3738.	491501.

Table C-13

Previous-Year Prior LOS, Paygrade Cell Conversion Factor Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	25257.	38451.	8423.	5475.	22.	2.	0.	0.	0.	77630.
1 - 2	2864.	24480.	24230.	9996.	85.	13.	10.	0.	0.	61669.
2 - 3	1352.	7745.	27749.	30145.	1467.	28.	2.	0.	0.	68989.
3 - 4	299.	1729.	9617.	26506.	11888.	47.	2.	0.	0.	50082.
4 - 5	49.	135.	2545.	7444.	11134.	420.	7.	0.	0.	21732.
5 - 6	26.	64.	1732.	4240.	14976.	1883.	17.	0.	0.	22939.
6 - 7	18.	30.	1318.	2368.	8595.	2760.	23.	0.	0.	15112.
7 - 8	7.	29.	3763.	2904.	8751.	3851.	43.	10.	0.	19353.
8 - 9	21.	55.	1019.	1657.	7095.	3419.	77.	2.	0.	13346.
9 - 10	6.	10.	203.	777.	3527.	5088.	261.	2.	0.	9874.
10 - 11	3.	4.	103.	569.	2677.	4550.	425.	6.	0.	8339.
11 - 12	1.	0.	138.	329.	1949.	4859.	740.	18.	0.	8035.
12 - 13	0.	0.	18.	218.	1405.	4932.	1009.	42.	1.	7626.
13 - 14	1.	0.	0.	69.	1273.	5368.	1574.	114.	4.	8403.
14 - 15	1.	2.	21.	228.	1240.	5512.	2140.	234.	21.	9399.
15 - 16	10.	10.	0.	138.	802.	5046.	2506.	425.	68.	8997.
16 - 17	0.	0.	10.	100.	556.	4732.	2881.	648.	125.	9051.
17 - 18	0.	0.	11.	60.	478.	4211.	3356.	854.	215.	9185.
18 - 19	10.	0.	0.	26.	346.	3077.	3221.	1006.	269.	7946.
19 - 20	0.	0.	0.	32.	375.	2568.	3276.	1092.	375.	7718.
20 - 21	0.	0.	2.	14.	131.	1286.	2822.	1003.	388.	5645.
21 - 22	0.	0.	0.	7.	42.	971.	2175.	577.	281.	4054.
22 - 23	0.	0.	0.	0.	65.	687.	1806.	529.	246.	3332.
23 - 24	0.	0.	0.	0.	16.	266.	1508.	515.	403.	2707.
24 - 25	0.	0.	0.	6.	0.	185.	534.	278.	217.	1220.
25 - 26	0.	0.	0.	5.	13.	53.	308.	118.	104.	601.
26 - 27	0.	0.	0.	2.	3.	24.	201.	174.	158.	562.
27 - 28	0.	0.	0.	2.	0.	13.	274.	189.	223.	701.
28 - 29	0.	0.	0.	1.	2.	15.	282.	126.	147.	574.
29 - 30	0.	0.	0.	0.	0.	27.	167.	148.	173.	516.
30+	0.	0.	0.	0.	0.	71.	94.	109.	138.	411.
Total	29908.	72734.	80903.	93324.	79414.	65965.	31733.	8211.	3556.	465748.

Table C-14

Previous-Year Conversion Factor with Highest Correlation Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24700.	34562.	8958.	5327.	27.	2.	0.	0.	0.	73576.
1 - 2	3358.	22004.	25768.	9727.	65.	3.	0.	0.	0.	60926.
2 - 3	1440.	7415.	22097.	29333.	1122.	11.	10.	0.	0.	61416.
3 - 4	293.	1554.	9477.	23636.	14331.	53.	2.	0.	0.	49346.
4 - 5	58.	205.	2347.	7109.	11195.	472.	0.	0.	0.	21386.
5 - 6	25.	82.	992.	3911.	13380.	1295.	2.	0.	0.	19686.
6 - 7	33.	27.	1590.	2305.	9215.	2523.	5.	0.	0.	15697.
7 - 8	7.	86.	1280.	2830.	6453.	3606.	9.	10.	0.	14273.
8 - 9	21.	9.	621.	1799.	4104.	2836.	24.	0.	0.	9414.
9 - 10	6.	4.	170.	928.	3999.	4387.	120.	3.	0.	9616.
10 - 11	3.	4.	78.	621.	3546.	4141.	505.	0.	0.	8899.
11 - 12	1.	0.	75.	337.	2496.	4533.	879.	19.	0.	8341.
12 - 13	0.	0.	45.	168.	1662.	4342.	1198.	44.	1.	7460.
13 - 14	1.	0.	12.	135.	1534.	5074.	1573.	121.	2.	8454.
14 - 15	1.	3.	26.	202.	1580.	5418.	2152.	249.	11.	9644.
15 - 16	10.	0.	10.	125.	1067.	4883.	2605.	397.	71.	9159.
16 - 17	0.	0.	13.	90.	796.	4406.	3097.	629.	95.	9128.
17 - 18	0.	0.	5.	48.	624.	4118.	3503.	840.	226.	9364.
18 - 19	10.	0.	5.	37.	596.	3613.	3396.	965.	250.	8663.
19 - 20	0.	0.	4.	45.	441.	3028.	3545.	1073.	346.	8522.
20 - 21	0.	0.	2.	16.	384.	1526.	2683.	976.	407.	5995.
21 - 22	0.	0.	2.	14.	120.	471.	1501.	561.	241.	3318.
22 - 23	0.	0.	0.	18.	59.	611.	982.	434.	226.	2330.
23 - 24	0.	0.	0.	1.	56.	341.	807.	437.	335.	1977.
24 - 25	0.	0.	0.	0.	0.	146.	381.	223.	186.	937.
25 - 26	0.	0.	1.	0.	0.	75.	171.	100.	109.	486.
26 - 27	0.	0.	10.	6.	24.	51.	198.	135.	155.	545.
27 - 28	0.	0.	0.	2.	3.	54.	226.	162.	220.	664.
28 - 29	0.	0.	0.	1.	2.	17.	154.	118.	227.	420.
29 - 30	0.	0.	0.	0.	11.	35.	215.	142.	169.	571.
30+	0.	0.	0.	0.	19.	80.	111.	116.	150.	476.
Total	29942.	55955.	73574.	88772.	78763.	62553.	30043.	7746.	3330.	440687.



Table C-15

Previous-Year Conversion Factor with Highest Correlation Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24667.	38114.	9850.	5600.	27.	2.	0.	0.	0.	78260.
1 - 2	3354.	24265.	28335.	10226.	66.	4.	0.	0.	0.	66249.
2 - 3	1438.	8177.	24293.	30837.	1131.	11.	10.	0.	0.	65890.
3 - 4	292.	1714.	10421.	24848.	14450.	56.	2.	0.	0.	51783.
4 - 5	57.	226.	2581.	7474.	11287.	497.	0.	0.	0.	22123.
5 - 6	25.	90.	1090.	4112.	13490.	1366.	2.	0.	0.	20175.
6 - 7	33.	29.	1740.	2423.	9291.	2661.	5.	0.	0.	16190.
7 - 8	7.	95.	1408.	2975.	6507.	3803.	10.	1.	0.	14805.
8 - 9	21.	10.	683.	1891.	4138.	2991.	25.	0.	0.	9759.
9 - 10	6.	4.	187.	975.	4032.	4627.	126.	3.	0.	9960.
10 - 11	3.	4.	96.	653.	3575.	4367.	533.	0.	0.	9222.
11 - 12	10.	0.	83.	354.	2516.	4780.	928.	21.	0.	8684.
12 - 13	0.	0.	49.	177.	1675.	4579.	1265.	47.	2.	7794.
13 - 14	10.	0.	14.	142.	1547.	5351.	1662.	128.	3.	8847.
14 - 15	10.	3.	28.	213.	1593.	5714.	2273.	264.	12.	10102.
15 - 16	10.	0.	11.	132.	1076.	5149.	2751.	421.	76.	9617.
16 - 17	0.	0.	14.	95.	404.	4647.	3271.	666.	102.	9599.
17 - 18	0.	0.	5.	50.	630.	4343.	3700.	890.	241.	9859.
18 - 19	10.	0.	5.	30.	399.	3810.	3587.	1023.	267.	9132.
19 - 20	0.	0.	5.	48.	445.	3193.	3745.	1137.	369.	8981.
20 - 21	0.	0.	7.	16.	388.	1610.	2834.	1034.	435.	6319.
21 - 22	0.	0.	2.	14.	129.	918.	1585.	595.	258.	3501.
22 - 23	0.	0.	0.	19.	59.	645.	1037.	460.	241.	2462.
23 - 24	0.	0.	0.	1.	56.	360.	853.	463.	358.	2091.
24 - 25	0.	0.	7.	0.	0.	154.	402.	237.	198.	993.
25 - 26	0.	0.	17.	6.	24.	79.	181.	106.	116.	514.
26 - 27	0.	0.	0.	2.	3.	54.	209.	143.	165.	578.
27 - 28	0.	0.	0.	0.	2.	57.	238.	172.	235.	705.
28 - 29	0.	0.	0.	1.	2.	18.	162.	125.	136.	445.
29 - 30	0.	0.	0.	0.	11.	37.	227.	151.	180.	605.
30+	0.	0.	0.	0.	19.	84.	117.	123.	160.	504.
Total	29908.	72734.	80923.	93324.	74414.	65965.	31733.	8211.	3556.	465748.

Table C-16  
Regression on Previous-Year Conversion Factor Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24708.	35017.	9307.	5454.	21.	2.	0.	0.	0.	74509.
1 - 2	3399.	28451.	30102.	8511.	62.	7.	1.	0.	0.	70534.
2 - 3	1437.	7866.	32570.	32134.	2012.	31.	2.	0.	0.	76051.
3 - 4	277.	1472.	9735.	23129.	13163.	32.	1.	0.	0.	47860.
4 - 5	57.	206.	3110.	11252.	15093.	319.	2.	0.	0.	30039.
5 - 6	20.	74.	1136.	3859.	12586.	1563.	3.	0.	0.	19241.
6 - 7	30.	395.	1423.	2515.	10231.	2815.	4.	0.	0.	17413.
7 - 8	-28.	27.	856.	2243.	6659.	3786.	8.	0.	0.	13551.
8 - 9	6.	10.	326.	990.	4472.	3306.	44.	0.	0.	9154.
9 - 10	2.	7.	173.	806.	3685.	4332.	116.	0.	0.	9122.
10 - 11	3.	1.	109.	672.	3556.	4281.	419.	0.	0.	9040.
11 - 12	0.	2.	58.	346.	2491.	4296.	695.	10.	0.	7898.
12 - 13	1.	0.	40.	153.	1474.	4270.	984.	34.	0.	6957.
13 - 14	1.	0.	23.	129.	1519.	5285.	1650.	108.	2.	8717.
14 - 15	0.	2.	23.	191.	1519.	5163.	2122.	216.	19.	9256.
15 - 16	0.	1.	6.	115.	1046.	4561.	2556.	408.	55.	8746.
16 - 17	0.	0.	11.	101.	759.	4157.	2808.	620.	117.	8574.
17 - 18	1.	0.	4.	55.	508.	4874.	4240.	1116.	251.	11049.
18 - 19	0.	0.	7.	42.	484.	4536.	4267.	1240.	319.	10895.
19 - 20	0.	0.	5.	61.	671.	4202.	4282.	1273.	422.	10915.
20 - 21	0.	0.	1.	25.	434.	2669.	3365.	1167.	438.	6100.
21 - 22	0.	0.	0.	11.	189.	1082.	1493.	444.	226.	3445.
22 - 23	0.	0.	2.	10.	36.	659.	1003.	375.	212.	2297.
23 - 24	0.	0.	2.	0.	53.	191.	641.	342.	281.	1510.
24 - 25	0.	0.	1.	0.	7.	-13.	377.	236.	208.	816.
25 - 26	0.	0.	0.	4.	7.	35.	141.	76.	77.	340.
26 - 27	0.	0.	0.	0.	4.	54.	207.	159.	182.	606.
27 - 28	0.	0.	0.	1.	6.	22.	244.	193.	249.	716.
28 - 29	0.	0.	0.	0.	3.	23.	167.	132.	164.	489.
29 - 30	0.	0.	0.	0.	12.	44.	255.	162.	215.	688.
30+	0.	0.	0.	1.	-4.	11.	167.	179.	223.	577.
Total	29915.	73521.	89032.	92860.	82758.	66595.	32263.	6491.	3660.	479105.

Table C-17

Regression on Previous-Year Conversion Factor Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24702.	34637.	8458.	3481.	20.	2.	0.	0.	0.	73300.
1 - 2	3398.	28143.	27353.	8554.	60.	7.	1.	0.	0.	67516.
2 - 3	1437.	7781.	29596.	32294.	1930.	30.	2.	0.	0.	73070.
3 - 4	277.	1456.	8846.	23293.	12631.	32.	1.	0.	0.	46538.
4 - 5	57.	203.	2826.	11308.	14483.	316.	2.	0.	0.	29196.
5 - 6	20.	73.	1032.	3879.	12078.	1548.	3.	0.	0.	18632.
6 - 7	30.	391.	1293.	2528.	9817.	2789.	4.	0.	0.	16851.
7 - 8	-28.	27.	778.	2255.	6390.	3750.	7.	0.	0.	13179.
8 - 9	0.	9.	297.	993.	4291.	3274.	43.	0.	0.	8917.
9 - 10	2.	7.	157.	810.	3536.	4291.	114.	0.	0.	8919.
10 - 11	3.	1.	99.	675.	5412.	4240.	412.	0.	0.	8843.
11 - 12	0.	2.	53.	348.	2391.	4236.	683.	9.	0.	7742.
12 - 13	1.	0.	37.	154.	1415.	4230.	968.	33.	0.	6837.
13 - 14	1.	0.	21.	129.	1457.	5235.	1623.	105.	2.	6573.
14 - 15	0.	2.	21.	192.	1438.	5114.	2048.	209.	16.	9102.
15 - 16	0.	1.	5.	115.	1004.	4518.	2514.	394.	53.	8604.
16 - 17	0.	0.	10.	102.	728.	4118.	2762.	600.	114.	8433.
17 - 18	1.	0.	3.	56.	487.	4828.	4171.	1079.	244.	10868.
18 - 19	0.	0.	6.	42.	464.	4493.	4197.	1199.	310.	10712.
19 - 20	0.	0.	5.	61.	644.	4162.	4211.	1231.	410.	10724.
20 - 21	0.	0.	1.	25.	417.	2644.	3310.	1128.	426.	7951.
21 - 22	0.	0.	0.	11.	181.	1072.	1469.	429.	220.	3382.
22 - 23	0.	0.	2.	10.	35.	652.	987.	362.	206.	2255.
23 - 24	0.	0.	1.	0.	51.	190.	631.	331.	273.	1476.
24 - 25	0.	0.	1.	0.	7.	-13.	371.	225.	202.	796.
25 - 26	0.	0.	0.	4.	7.	35.	138.	74.	75.	333.
26 - 27	0.	0.	0.	0.	4.	53.	203.	134.	177.	591.
27 - 28	0.	0.	0.	1.	6.	22.	240.	186.	242.	698.
28 - 29	0.	0.	0.	0.	3.	23.	164.	128.	159.	477.
29 - 30	0.	0.	0.	0.	12.	44.	251.	136.	209.	671.
30+	0.	0.	0.	1.	-3.	11.	164.	174.	216.	562.
Total	29908.	72734.	80903.	93324.	79414.	65965.	31723.	8211.	3556.	463748.

Table C-18

Regression on Previous-Year, Prior LOS Conversion Factor Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24708.	55317.	9507.	5454.	21.	2.	0.	0.	0.	74509.
1 - 2	5485.	29152.	27415.	9026.	68.	4.	1.	0.	0.	69097.
2 - 3	1410.	5659.	51455.	34270.	2062.	12.	2.	0.	0.	77867.
3 - 4	271.	1385.	9143.	23979.	13345.	34.	1.	0.	0.	48159.
4 - 5	48.	181.	2955.	11560.	13486.	523.	1.	0.	0.	28554.
5 - 6	21.	73.	995.	4169.	12154.	1609.	5.	0.	0.	18923.
6 - 7	24.	150.	1502.	2475.	9902.	2744.	6.	0.	0.	16583.
7 - 8	13.	127.	906.	2112.	6701.	5677.	7.	0.	0.	15544.
8 - 9	15.	12.	459.	1298.	4225.	2849.	72.	0.	0.	8930.
9 - 10	5.	4.	166.	866.	4009.	4451.	207.	0.	0.	9689.
10 - 11	3.	8.	96.	643.	5594.	4181.	416.	0.	0.	8946.
11 - 12	0.	0.	61.	357.	2488.	4587.	742.	11.	0.	8227.
12 - 13	0.	1.	55.	156.	1639.	4410.	1075.	55.	0.	7347.
13 - 14	1.	0.	10.	128.	1558.	5105.	1609.	105.	2.	8498.
14 - 15	0.	2.	25.	197.	1597.	5459.	2210.	224.	18.	9753.
15 - 16	0.	0.	5.	122.	1058.	4945.	2672.	418.	65.	9287.
16 - 17	0.	0.	10.	92.	796.	4456.	3212.	648.	111.	9525.
17 - 18	0.	0.	4.	50.	609.	4156.	3508.	864.	209.	9581.
18 - 19	1.	0.	4.	50.	402.	5655.	5558.	994.	272.	8951.
19 - 20	0.	0.	4.	51.	494.	3720.	3990.	1169.	591.	9819.
20 - 21	0.	0.	5.	25.	272.	2529.	5353.	1105.	412.	7699.
21 - 22	0.	0.	2.	16.	191.	1155.	1654.	605.	248.	3829.
22 - 23	0.	0.	1.	24.	59.	662.	1092.	462.	230.	2442.
23 - 24	0.	0.	1.	1.	36.	310.	807.	411.	559.	1905.
24 - 25	0.	0.	1.	0.	16.	153.	374.	222.	194.	960.
25 - 26	0.	0.	1.	5.	25.	62.	169.	99.	91.	450.
26 - 27	0.	0.	0.	2.	2.	50.	205.	154.	152.	544.
27 - 28	0.	0.	0.	0.	1.	55.	227.	167.	217.	666.
28 - 29	0.	0.	0.	0.	1.	36.	150.	116.	130.	454.
29 - 30	0.	0.	0.	0.	5.	53.	215.	140.	175.	588.
30+	0.	0.	0.	1.	8.	50.	194.	189.	240.	665.
Total	50507.	74700.	84255.	96924.	80803.	85403.	51627.	6116.	3497.	475510.

Table C-19

Regression on Previous-Year, Prior LOS Conversion Factor Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24626.	34095.	8937.	5253.	21.	2.	0.	0.	0.	72934.
1 - 2	3475.	28336.	26323.	8692.	66.	4.	1.	0.	0.	66895.
2 - 3	1455.	8431.	37202.	33004.	2026.	12.	2.	0.	0.	75083.
3 - 4	271.	1348.	8780.	23093.	13115.	35.	1.	0.	0.	46643.
4 - 5	48.	176.	2538.	10941.	13254.	326.	1.	0.	0.	27583.
5 - 6	21.	71.	867.	4015.	11945.	1614.	3.	0.	0.	18535.
6 - 7	24.	127.	1250.	2384.	9731.	2767.	6.	0.	0.	16290.
7 - 8	15.	123.	870.	2034.	6586.	3709.	7.	0.	0.	13343.
8 - 9	15.	11.	422.	1250.	4152.	2893.	72.	0.	0.	8816.
9 - 10	5.	4.	150.	834.	3940.	4469.	208.	0.	0.	9620.
10 - 11	3.	9.	93.	624.	3532.	4216.	417.	0.	0.	8894.
11 - 12	0.	0.	59.	325.	2445.	4626.	744.	11.	0.	8211.
12 - 13	0.	1.	33.	150.	1611.	4448.	1077.	34.	0.	7354.
13 - 14	1.	0.	9.	123.	1512.	5149.	1614.	107.	2.	8517.
14 - 15	0.	2.	24.	190.	1570.	5506.	2217.	227.	18.	9755.
15 - 16	1.	0.	5.	117.	1040.	4988.	2681.	423.	67.	9321.
16 - 17	0.	0.	10.	69.	782.	4495.	3223.	655.	112.	9366.
17 - 18	0.	0.	4.	48.	599.	4172.	3520.	874.	213.	9430.
18 - 19	1.	0.	4.	37.	395.	3685.	3580.	1005.	276.	8982.
19 - 20	0.	0.	4.	49.	486.	3752.	4093.	1183.	398.	9675.
20 - 21	0.	0.	3.	24.	267.	2551.	3364.	1118.	419.	7746.
21 - 22	0.	0.	2.	15.	188.	1143.	1640.	610.	253.	3851.
22 - 23	0.	0.	1.	25.	58.	668.	1506.	468.	234.	2459.
23 - 24	0.	0.	1.	1.	36.	313.	810.	416.	346.	1920.
24 - 25	0.	0.	1.	0.	16.	154.	375.	225.	197.	968.
25 - 26	0.	0.	1.	5.	23.	62.	170.	100.	92.	453.
26 - 27	0.	0.	0.	2.	2.	51.	203.	136.	155.	549.
27 - 28	0.	0.	0.	0.	1.	55.	227.	169.	221.	675.
28 - 29	0.	0.	0.	0.	1.	37.	150.	118.	132.	438.
29 - 30	0.	0.	0.	0.	4.	34.	216.	142.	176.	574.
30+	0.	0.	0.	1.	8.	31.	145.	191.	244.	670.
Total	2990.	72724.	80903.	93324.	79414.	65965.	31733.	6211.	3556.	465748.

Table C-20

Regression on Previous-Year, Prior LOS, Paygrade Conversion Factor Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24708.	35017.	9377.	5454.	21.	2.	0.	0.	0.	74509.
1 - 2	3485.	27668.	29249.	9559.	57.	21.	2.	0.	0.	70039.
2 - 3	1410.	8396.	34540.	32618.	2141.	42.	1.	0.	0.	79148.
3 - 4	271.	1511.	9545.	24747.	12290.	30.	0.	0.	0.	46394.
4 - 5	43.	200.	2797.	12687.	14045.	275.	2.	1.	0.	30055.
5 - 6	21.	61.	1194.	3656.	12379.	1565.	3.	0.	0.	18878.
6 - 7	24.	61.	1370.	2569.	10257.	2642.	5.	0.	0.	16926.
7 - 8	15.	34.	2594.	2073.	6574.	3649.	5.	0.	0.	14943.
8 - 9	15.	13.	419.	1066.	4542.	3283.	46.	-0.	0.	9383.
9 - 10	5.	-2.	169.	809.	3693.	4662.	220.	0.	0.	9557.
10 - 11	3.	6.	104.	665.	3185.	4231.	418.	1.	0.	8613.
11 - 12	0.	0.	46.	338.	2325.	4438.	777.	12.	0.	7937.
12 - 13	0.	0.	20.	153.	1426.	4672.	1027.	34.	0.	7332.
13 - 14	1.	0.	21.	122.	1507.	5452.	1589.	106.	2.	8800.
14 - 15	0.	2.	23.	207.	1547.	5678.	2223.	222.	19.	9922.
15 - 16	1.	1.	5.	130.	1026.	5168.	2640.	417.	61.	9448.
16 - 17	0.	0.	11.	104.	725.	5054.	3112.	643.	117.	9766.
17 - 18	0.	0.	11.	61.	652.	4707.	3689.	813.	205.	10140.
18 - 19	1.	0.	0.	38.	494.	3491.	3732.	930.	268.	8956.
19 - 20	0.	0.	0.	57.	683.	3109.	3948.	1120.	391.	9259.
20 - 21	0.	0.	4.	20.	310.	2377.	3344.	1088.	390.	7532.
21 - 22	0.	0.	0.	35.	88.	1380.	1640.	508.	248.	3900.
22 - 23	0.	0.	0.	5.	43.	854.	1097.	455.	213.	2668.
23 - 24	0.	0.	0.	1.	35.	232.	841.	412.	323.	1845.
24 - 25	0.	0.	0.	5.	0.	280.	397.	235.	205.	1122.
25 - 26	0.	0.	0.	5.	13.	45.	232.	109.	97.	500.
26 - 27	0.	0.	0.	3.	5.	51.	204.	163.	153.	578.
27 - 28	0.	0.	0.	2.	0.	48.	280.	178.	206.	715.
28 - 29	0.	0.	0.	1.	3.	19.	245.	114.	144.	526.
29 - 30	0.	0.	0.	0.	8.	36.	224.	131.	186.	565.
30+	0.	0.	0.	0.	5.	51.	197.	224.	227.	706.
Total	37007.	72967.	91427.	97192.	80029.	67547.	32141.	7917.	3453.	432681.

Table C-21

Regression on Previous-Year, Prior LOS, Paygrade Conversion Factor Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24626.	34905.	8236.	5237.	21.	2.	0.	0.	0.	73027.
1 - 2	3473.	27580.	25882.	9179.	56.	20.	2.	0.	0.	66191.
2 - 3	1405.	5569.	53564.	31320.	2125.	41.	1.	0.	0.	73825.
3 - 4	271.	1526.	3446.	23762.	12195.	29.	0.	0.	0.	46210.
4 - 5	40.	150.	2475.	12182.	13937.	269.	2.	1.	0.	29113.
5 - 6	21.	61.	1056.	3511.	12284.	1529.	3.	0.	0.	16463.
6 - 7	24.	60.	1212.	2465.	10179.	2580.	5.	0.	0.	16525.
7 - 8	15.	34.	2295.	1990.	6523.	3563.	5.	0.	0.	14425.
8 - 9	15.	13.	371.	1024.	4507.	3206.	45.	-0.	0.	9180.
9 - 10	5.	-2.	149.	777.	3665.	4553.	217.	0.	0.	9364.
10 - 11	3.	6.	72.	639.	3161.	4132.	413.	1.	0.	8446.
11 - 12	0.	0.	41.	325.	2307.	4334.	767.	12.	0.	7767.
12 - 13	0.	0.	17.	147.	1415.	4563.	1014.	35.	0.	7192.
13 - 14	1.	0.	18.	117.	1490.	5325.	1569.	110.	2.	8637.
14 - 15	0.	2.	20.	199.	1535.	5545.	2195.	231.	19.	9747.
15 - 16	1.	1.	5.	125.	1018.	5047.	2606.	432.	63.	9297.
16 - 17	0.	0.	10.	100.	719.	4936.	3072.	667.	121.	9624.
17 - 18	0.	0.	10.	59.	647.	4597.	3643.	843.	212.	10010.
18 - 19	1.	0.	2.	37.	491.	3409.	3685.	965.	276.	8864.
19 - 20	0.	0.	0.	55.	629.	3036.	3698.	1162.	402.	9182.
20 - 21	0.	0.	3.	20.	307.	2321.	3301.	1128.	401.	7462.
21 - 22	0.	0.	0.	33.	86.	1348.	1619.	527.	255.	3871.
22 - 23	0.	0.	0.	6.	43.	834.	1083.	472.	219.	2657.
23 - 24	0.	0.	0.	1.	35.	227.	630.	426.	332.	1853.
24 - 25	0.	0.	0.	5.	0.	277.	392.	244.	211.	1125.
25 - 26	0.	0.	0.	4.	13.	44.	229.	113.	100.	503.
26 - 27	0.	0.	0.	3.	5.	50.	261.	169.	157.	585.
27 - 28	0.	0.	0.	2.	0.	47.	277.	185.	212.	723.
28 - 29	0.	0.	0.	1.	3.	19.	242.	119.	146.	531.
29 - 30	0.	0.	0.	0.	8.	35.	221.	136.	191.	592.
30+	0.	0.	0.	0.	5.	52.	194.	232.	234.	717.
Total	29908.	72734.	80903.	93324.	79414.	65965.	31773.	6211.	3556.	465748.

Table C-22

Regression on Previous-Year Conversion Factor with Highest Correlation Estimate--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24706.	35017.	9307.	5454.	21.	2.	0.	0.	0.	74509.
1 - 2	3399.	27668.	29249.	9559.	68.	4.	1.	0.	0.	69947.
2 - 3	1437.	7866.	31453.	32615.	2062.	12.	2.	0.	0.	75450.
3 - 4	271.	1511.	9143.	23179.	12290.	30.	0.	0.	0.	46425.
4 - 5	57.	206.	2955.	11360.	13486.	275.	1.	0.	0.	28341.
5 - 6	21.	73.	932.	3559.	12154.	1600.	3.	0.	0.	18613.
6 - 7	30.	61.	1423.	2568.	9972.	2744.	6.	0.	0.	16732.
7 - 8	15.	127.	906.	2073.	6721.	3677.	7.	0.	0.	13505.
8 - 9	15.	10.	439.	1298.	4225.	2869.	72.	0.	0.	8928.
9 - 10	5.	4.	166.	366.	4009.	4431.	207.	0.	0.	9689.
10 - 11	3.	6.	76.	645.	3594.	4181.	418.	0.	0.	8947.
11 - 12	0.	0.	58.	337.	2488.	4587.	777.	12.	0.	8259.
12 - 13	0.	0.	35.	155.	1639.	4410.	1027.	34.	0.	7301.
13 - 14	1.	0.	10.	125.	1538.	5105.	1609.	106.	2.	8499.
14 - 15	0.	2.	25.	197.	1597.	5459.	2210.	222.	18.	9731.
15 - 16	1.	0.	5.	122.	1058.	4945.	2672.	418.	61.	9282.
16 - 17	0.	0.	10.	22.	796.	4456.	3212.	648.	111.	9325.
17 - 18	0.	0.	4.	53.	609.	4136.	3506.	864.	205.	9378.
18 - 19	1.	0.	4.	38.	402.	3653.	3568.	994.	272.	8932.
19 - 20	0.	0.	4.	51.	494.	3720.	3990.	1169.	391.	9819.
20 - 21	0.	0.	4.	25.	434.	2529.	3353.	1105.	390.	7840.
21 - 22	0.	0.	2.	15.	191.	1133.	1634.	603.	248.	3629.
22 - 23	0.	0.	1.	25.	59.	662.	1002.	462.	230.	2442.
23 - 24	0.	0.	1.	1.	53.	310.	607.	411.	339.	1921.
24 - 25	0.	0.	1.	0.	0.	153.	374.	222.	194.	944.
25 - 26	0.	0.	1.	5.	23.	62.	169.	99.	97.	456.
26 - 27	0.	0.	0.	2.	2.	50.	203.	134.	152.	543.
27 - 28	0.	0.	0.	0.	1.	55.	227.	167.	217.	666.
28 - 29	0.	0.	0.	1.	1.	19.	150.	116.	130.	418.
29 - 30	0.	0.	0.	0.	12.	33.	215.	140.	175.	576.
30+	0.	0.	0.	0.	8.	53.	197.	224.	240.	722.
Total	29962.	72550.	86207.	94732.	79919.	63357.	31619.	8151.	3472.	471968.



Table C-23

Regression on Previous-Year Conversion Factor with Highest Correlation Estimate--Apportioned--Fiscal Year 1976

Years of Service	Paygrade									Total
	E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	
0 - 1	24662.	35105.	8735.	5373.	21.	2.	0.	0.	0.	73899.
1 - 2	3393.	27738.	27449.	9417.	67.	4.	1.	0.	0.	68069.
2 - 3	1435.	7886.	29517.	32134.	2049.	12.	2.	0.	0.	73035.
3 - 4	271.	1514.	8581.	22835.	12212.	30.	0.	0.	0.	45444.
4 - 5	57.	206.	2773.	11192.	13401.	278.	1.	0.	0.	27908.
5 - 6	21.	74.	848.	3802.	12077.	1615.	3.	0.	0.	18439.
6 - 7	30.	61.	1336.	2529.	9839.	2769.	6.	0.	0.	16570.
7 - 8	15.	127.	850.	2042.	6658.	3712.	7.	0.	0.	13411.
8 - 9	15.	10.	412.	1279.	4198.	2896.	72.	0.	0.	8882.
9 - 10	3.	4.	156.	553.	3983.	4473.	208.	0.	0.	9682.
10 - 11	3.	6.	91.	639.	3571.	4219.	419.	0.	0.	8949.
11 - 12	0.	0.	54.	332.	2472.	4629.	760.	12.	0.	8281.
12 - 13	0.	0.	32.	154.	1629.	4451.	1031.	34.	0.	7331.
13 - 14	1.	0.	9.	126.	1528.	5153.	1614.	107.	2.	8541.
14 - 15	5.	2.	24.	194.	1587.	5510.	2218.	224.	19.	9778.
15 - 16	1.	0.	5.	120.	1051.	4992.	2652.	421.	63.	9334.
16 - 17	0.	0.	9.	91.	791.	4498.	3224.	652.	113.	9378.
17 - 18	0.	0.	4.	49.	605.	4175.	3521.	870.	210.	9435.
18 - 19	1.	0.	4.	37.	399.	3687.	3581.	1001.	278.	8989.
19 - 20	0.	0.	4.	50.	491.	3754.	4004.	1178.	401.	9882.
20 - 21	0.	0.	4.	25.	432.	2553.	3365.	1113.	399.	7889.
21 - 22	0.	0.	2.	16.	190.	1144.	1640.	608.	254.	3854.
22 - 23	0.	0.	1.	25.	59.	669.	1006.	466.	235.	2460.
23 - 24	0.	0.	1.	1.	53.	313.	610.	414.	347.	1938.
24 - 25	0.	0.	1.	0.	0.	154.	375.	224.	199.	953.
25 - 26	0.	0.	1.	5.	23.	62.	170.	99.	100.	460.
26 - 27	0.	0.	0.	2.	2.	51.	203.	135.	156.	549.
27 - 28	0.	0.	0.	0.	1.	55.	227.	169.	222.	674.
28 - 29	0.	0.	0.	1.	1.	19.	150.	117.	133.	423.
29 - 30	0.	0.	0.	0.	12.	34.	216.	141.	179.	582.
30+	0.	0.	0.	0.	8.	54.	197.	226.	245.	730.
Total	29906.	72734.	80903.	91324.	79414.	45965.	31733.	8211.	3556.	465748

### Unconverted TAFMS Matrix

--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

[illegible]

### Six-Year Column Percentage Distribution

[illegible]

[illegible]

Table D-4

## Six-Year Row Percentage Distribution

--Deviation Between Estimated and Actual PEED Matrix--Fiscal Year 1976

Years of Service	Paygrade									Total
	E1	E2	E3	E4	E5	E6	E7	E8	E9	
0 - 1	-6001.	-2585.	2782.	-4547.	117.	10.	-2.	-1.	0.	-10967.
1 - 2	-1614.	-10007.	7460.	1701.	387.	15.	0.	0.	0.	-1659.
2 - 3	-866.	-2514.	693.	6923.	5727.	20.	-0.	0.	-1.	9872.
3 - 4	-187.	-756.	-240.	-773.	6595.	25.	0.	0.	-1.	4693.
4 - 5	21.	-20.	877.	627.	1896.	546.	2.	0.	0.	3988.
5 - 6	5.	6.	643.	-40.	-976.	1152.	2.	0.	0.	692.
6 - 7	-5.	-16.	-1025.	-197.	-1937.	1397.	0.	0.	0.	-1803.
7 - 8	-2.	-11.	-470.	-529.	-137.	1384.	-0.	0.	-1.	232.
8 - 9	2.	-4.	-94.	-357.	-606.	1394.	64.	0.	0.	403.
9 - 10	3.	-3.	-40.	-161.	-659.	504.	141.	0.	0.	-60.
10 - 11	-2.	-3.	-24.	-216.	-944.	774.	406.	-10.	0.	-59.
11 - 12	-0.	2.	-16.	-57.	-618.	307.	372.	14.	0.	4.
12 - 13	0.	-0.	-6.	20.	-284.	-120.	463.	40.	0.	21.
13 - 14	-0.	10.	5.	57.	-214.	-448.	453.	40.	2.	-60.
14 - 15	-10.	-2.	-3.	-36.	-245.	-440.	612.	143.	9.	38.
15 - 16	-10.	-3.	5.	-10.	-4.	-518.	370.	70.	-5.	-86.
16 - 17	0.	0.	2.	73.	141.	-395.	70.	12.	-7.	-152.
17 - 18	0.	0.	9.	49.	231.	-241.	-46.	-52.	-32.	-124.
18 - 19	0.	0.	9.	50.	320.	-434.	-43.	-100.	-25.	-272.
19 - 20	-10.	0.	4.	29.	45.	-942.	-650.	-116.	-19.	-1550.
20 - 21	0.	0.	2.	17.	30.	-655.	-611.	-137.	-31.	-1383.
21 - 22	0.	0.	2.	4.	51.	-224.	-125.	22.	59.	-215.
22 - 23	0.	0.	3.	7.	25.	-137.	-15.	66.	44.	-2.
23 - 24	0.	0.	3.	14.	34.	67.	60.	21.	-48.	155.
24 - 25	0.	0.	1.	5.	22.	40.	35.	1.	-16.	74.
25 - 26	0.	0.	0.	1.	3.	4.	12.	4.	-9.	20.
26 - 27	0.	0.	0.	0.	5.	22.	21.	8.	-35.	23.
27 - 28	0.	0.	0.	2.	11.	21.	7.	20.	-58.	2.
28 - 29	0.	0.	-10.	10.	5.	10.	6.	7.	-11.	16.
29 - 30	0.	0.	0.	2.	2.	4.	-28.	4.	-11.	-18.
30+	0.	0.	0.	10.	-4.	-22.	-124.	-97.	-155.	-405.
Total	-4628.	-16033.	10182.	2544.	9075.	3113.	1470.	24.	-365.	1425.

--Deviation Between Estimated and Actual PERD Matrix--Fiscal Year 1976

[illegible]

Table D-6

Six-Year Moving Ratio Call by Cell Conversion Factor

--Deviation Between Estimated and Actual PEED Matrix--Fiscal Year 1976

Years of Service	Paygrade									Total
	E1	E2	E3	E4	E5	E6	E7	E8	E9	
0 - 1	-162.	-711.	-4403.	-2593.	6.	3.	-2.	-1.	0.	-7882.
1 - 2	454.	2354.	5179.	-3492.	9.	8.	10.	0.	0.	4441.
2 - 3	176.	1706.	8090.	5770.	331.	21.	0.	0.	-1.	1604.
3 - 4	-30.	-78.	975.	1161.	3282.	7.	-0.	0.	-1.	5310.
4 - 5	2.	-44.	896.	2599.	1562.	103.	10.	0.	0.	4918.
5 - 6	-6.	-3.	-111.	603.	348.	51.	10.	0.	0.	883.
6 - 7	-4.	-42.	-1423.	-477.	129.	35.	-2.	0.	0.	-1785.
7 - 8	-11.	-13.	-335.	-801.	-22.	-49.	-7.	0.	-1.	-1235.
8 - 9	2.	-4.	73.	-308.	-336.	343.	29.	0.	0.	-250.
9 - 10	2.	-5.	5.	-70.	-504.	-271.	15.	0.	0.	-829.
10 - 11	-1.	2.	9.	71.	-111.	-174.	33.	-10.	0.	-221.
11 - 12	-0.	0.	4.	9.	-205.	-341.	-111.	6.	0.	-639.
12 - 13	0.	-0.	10.	-20.	-209.	-142.	-101.	4.	0.	-518.
13 - 14	0.	0.	5.	-7.	-55.	115.	11.	3.	-10.	70.
14 - 15	3.	10.	2.	-1.	12.	43.	20.	-1.	2.	80.
15 - 16	-1.	-7.	-6.	4.	22.	395.	140.	11.	3.	606.
16 - 17	0.	0.	2.	22.	49.	835.	400.	87.	13.	1407.
17 - 18	10.	0.	0.	4.	85.	1128.	807.	195.	37.	2348.
18 - 19	0.	0.	5.	4.	116.	831.	756.	230.	57.	1998.
19 - 20	0.	0.	-1.	11.	89.	307.	214.	52.	29.	696.
20 - 21	0.	0.	-2.	-10.	-44.	46.	53.	-68.	-49.	-53.
21 - 22	0.	0.	5.	7.	-18.	-274.	-770.	-204.	-61.	-819.
22 - 23	0.	0.	12.	0.	-41.	-217.	-197.	-54.	-45.	-531.
23 - 24	0.	0.	4.	-1.	-17.	-157.	-148.	-84.	-47.	-495.
24 - 25	0.	0.	0.	0.	-5.	1.	-6.	2.	15.	8.
25 - 26	0.	0.	7.	5.	3.	-27.	-34.	-19.	-8.	-66.
26 - 27	0.	7.	4.	3.	-0.	14.	22.	45.	42.	131.
27 - 28	0.	2.	0.	1.	4.	0.	20.	37.	39.	103.
28 - 29	0.	0.	-1.	0.	10.	-4.	25.	19.	31.	71.
29 - 30	0.	0.	1.	1.	10.	6.	24.	2.	24.	59.
30+	0.	0.	0.	10.	-5.	-75.	-107.	-60.	-67.	-263.
Total	774.	3177.	8579.	2456.	4477.	2557.	1700.	195.	12.	23586.

Six-Year Moving Ratio Cell by Cell Conversion Factor--Apportioned  
--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

[illegible]



Table D-8

Previous-Year Cell by Cell Conversion Factor

--Deviation Between Estimated and Actual PEED Matrix--Fiscal Year 1976

Years of Service	Paygrade									Total
	E1	E2	E3	E4	E5	E6	E7	E8	E9	
0 - 1	-518.	-1960.	-1518.	-1200.	-4.	-9.	-2.	-1.	0.	-5218.
1 - 2	362.	338.	1577.	-2986.	10.	-11.	-0.	0.	0.	-220.
2 - 3	165.	843.	1362.	2148.	127.	-9.	1.	0.	-1.	4637.
3 - 4	-1.	-37.	25.	-907.	1540.	2.	-1.	0.	-1.	619.
4 - 5	10.	-12.	360.	1499.	291.	113.	0.	0.	0.	2261.
5 - 6	-5.	22.	63.	488.	-143.	-6.	2.	0.	0.	420.
6 - 7	7.	75.	-1102.	-201.	96.	32.	-0.	0.	0.	-1094.
7 - 8	5.	-0.	-91.	-65.	-186.	-495.	4.	0.	-1.	-830.
8 - 9	7.	-5.	14.	-250.	4.	411.	11.	0.	0.	192.
9 - 10	1.	-6.	-25.	-135.	-462.	-274.	-50.	0.	0.	-952.
10 - 11	-1.	6.	-2.	15.	45.	58.	50.	-1.	0.	172.
11 - 12	-1.	2.	21.	37.	39.	-216.	-41.	1.	0.	-157.
12 - 13	0.	-1.	-11.	-21.	-159.	-214.	-90.	2.	0.	-494.
13 - 14	-10.	0.	9.	-3.	12.	263.	49.	6.	-10.	334.
14 - 15	-10.	3.	2.	-10.	-1.	-172.	-67.	-5.	2.	-248.
15 - 16	-1.	-2.	-6.	-15.	-28.	-306.	-111.	-16.	-9.	-494.
16 - 17	0.	0.	6.	10.	-46.	-105.	-206.	-9.	-3.	-354.
17 - 18	10.	0.	-1.	-4.	-81.	179.	135.	8.	-3.	233.
18 - 19	0.	0.	3.	0.	50.	412.	527.	164.	38.	1195.
19 - 20	-1.	0.	10.	17.	65.	219.	157.	69.	47.	574.
20 - 21	0.	0.	-3.	-4.	75.	407.	374.	180.	13.	1043.
21 - 22	0.	0.	-1.	47.	55.	99.	-88.	-152.	-37.	-78.
22 - 23	0.	0.	0.	-1.	-27.	81.	36.	49.	-11.	126.
23 - 24	0.	0.	2.	-3.	11.	-89.	-104.	-65.	-45.	-294.
24 - 25	0.	0.	1.	0.	1.	105.	66.	44.	35.	253.
25 - 26	0.	0.	1.	2.	-4.	-25.	-46.	-38.	-22.	-132.
26 - 27	0.	0.	0.	-1.	-5.	19.	-7.	7.	13.	27.
27 - 28	0.	0.	0.	1.	2.	35.	-12.	8.	-17.	18.
28 - 29	0.	0.	-1.	0.	0.	-7.	8.	6.	11.	17.
29 - 30	0.	0.	0.	0.	7.	17.	68.	22.	54.	160.
30+	0.	0.	0.	0.	-1.	-4.	-63.	-16.	-29.	-112.
Total	28.	-734.	684.	-1040.	1272.	510.	597.	262.	35.	1615.

Previous-Year Cell by Cell Conversion Factor--Apportioned  
--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

[illegible]

Table D-10

Previous-Year Prior LOS Cell Conversion Factor

--Deviation Between Estimated and Actual PERD Matrix--Fiscal Year 1976

Years of Service	Paygrade									Total
	E1	E2	E3	E4	E5	E6	E7	E8	E9	
0 - 1	-518.	-1960.	-1518.	-1200.	-4.	-9.	-2.	-1.	0.	-5212.
1 - 2	-195.	-9152.	-3810.	-5192.	-10.	-13.	-1.	0.	0.	-18363.
2 - 3	48.	811.	-4027.	-4083.	-606.	-11.	-0.	0.	-1.	-7870.
3 - 4	4.	-33.	653.	-2819.	-2526.	-18.	10.	0.	-1.	-4739.
4 - 5	0.	-96.	230.	-1146.	-2162.	-40.	-1.	0.	0.	-3214.
5 - 6	-2.	18.	-224.	1842.	1309.	-246.	-0.	0.	0.	2696.
6 - 7	-8.	-43.	-1765.	-1230.	-880.	-303.	-1.	0.	0.	-4230.
7 - 8	-9.	48.	181.	-600.	-185.	-83.	1.	0.	-1.	-647.
8 - 9	19.	10.	303.	491.	-623.	-152.	-7.	0.	0.	41.
9 - 10	5.	-6.	-4.	51.	-198.	-212.	-97.	0.	0.	-461.
10 - 11	-1.	-10.	-12.	-23.	-51.	-160.	-103.	-1.	0.	-352.
11 - 12	0.	0.	-3.	-10.	-28.	-76.	-81.	-5.	0.	-194.
12 - 13	-1.	-0.	18.	-3.	-15.	-130.	-24.	-16.	0.	-173.
13 - 14	0.	0.	-6.	0.	-37.	-109.	-78.	-12.	-3.	-244.
14 - 15	0.	0.	4.	0.	13.	-40.	-95.	-14.	-6.	-127.
15 - 16	-0.	-3.	-6.	-5.	-20.	-86.	-79.	-26.	-4.	-229.
16 - 17	0.	0.	3.	5.	-10.	-117.	-124.	-0.	-21.	-264.
17 - 18	0.	0.	10.	-4.	-7.	-61.	-107.	-29.	-16.	-223.
18 - 19	10.	0.	3.	-10.	-10.	-157.	-112.	-45.	-14.	-335.
19 - 20	-1.	0.	-3.	-2.	-103.	-864.	-528.	-126.	-35.	-1662.
20 - 21	0.	0.	-1.	-3.	-148.	-826.	-462.	-121.	-47.	-1609.
21 - 22	0.	0.	10.	10.	15.	-163.	-126.	-77.	-20.	-369.
22 - 23	0.	0.	0.	13.	-14.	10.	-61.	-10.	-18.	-80.
23 - 24	0.	0.	0.	-2.	8.	30.	4.	14.	7.	61.
24 - 25	0.	0.	1.	0.	5.	42.	23.	3.	-3.	71.
25 - 26	0.	0.	10.	5.	13.	17.	-10.	-10.	-4.	12.
26 - 27	0.	0.	1.	1.	-4.	12.	4.	1.	5.	21.
27 - 28	0.	0.	0.	0.	0.	9.	-7.	-3.	-2.	-2.
28 - 29	0.	0.	-10.	0.	0.	20.	10.	4.	-7.	27.
29 - 30	0.	0.	0.	0.	0.	3.	-4.	-10.	-7.	-19.
30+	0.	0.	0.	0.	12.	5.	-169.	-122.	-127.	-401.
Total	-660.	-10408.	-9980.	-13904.	-6257.	-3724.	-2229.	-606.	-323.	-48091.

Previous-Year Prior LOS Cell Conversion Factor--Apportioned  
--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

[illegible]

Table D-12

Previous-Year Prior LOS, Paygrade Cell Conversion Factor

--Deviation Between Estimated and Actual PEED Matrix--Fiscal Year 1976

Years of Service	Paygrade									
	E1	E2	E3	E4	E5	E6	E7	E8	E9	Total
0 - 1	-518.	-1960.	-1518.	-1200.	-4.	-9.	-2.	-1.	0.	-5212.
1 - 2	-195.	-5638.	-1848.	-2722.	37.	-1.	0.	0.	0.	-10368.
2 - 3	48.	390.	3390.	748.	643.	10.	10.	0.	-1.	5229.
3 - 4	4.	1.	1398.	1249.	2866.	22.	10.	0.	-1.	5540.
4 - 5	0.	-95.	587.	-1011.	65.	233.	7.	0.	0.	-214.
5 - 6	-2.	-6.	626.	703.	5984.	575.	18.	0.	0.	7898.
6 - 7	-8.	-62.	-1291.	-619.	266.	276.	22.	0.	0.	-1416.
7 - 8	-9.	-12.	2902.	281.	3912.	639.	43.	10.	-1.	7756.
8 - 9	19.	35.	765.	305.	3826.	855.	61.	3.	0.	5868.
9 - 10	5.	-1.	42.	-121.	55.	1119.	93.	3.	0.	1193.
10 - 11	-1.	-2.	19.	-90.	-370.	813.	126.	5.	0.	501.
11 - 12	0.	0.	93.	-18.	-174.	852.	88.	14.	0.	854.
12 - 13	-1.	-1.	-7.	41.	17.	1070.	119.	14.	1.	1254.
13 - 14	0.	0.	-18.	-68.	-37.	850.	216.	16.	1.	963.
14 - 15	0.	-1.	0.	20.	-72.	736.	303.	24.	6.	1016.
15 - 16	-0.	-2.	-1.	4.	-120.	702.	291.	30.	9.	913.
16 - 17	0.	0.	10.	12.	-138.	794.	199.	62.	15.	945.
17 - 18	0.	0.	7.	7.	-54.	553.	374.	41.	14.	942.
18 - 19	10.	0.	-2.	-13.	11.	-312.	316.	62.	19.	82.
19 - 20	-1.	0.	-7.	-16.	-132.	-1004.	-184.	-36.	13.	-1368.
20 - 21	0.	0.	-2.	-5.	-151.	-907.	204.	-29.	-15.	-904.
21 - 22	0.	0.	-1.	-6.	-62.	57.	955.	-23.	35.	955.
22 - 23	0.	0.	0.	-5.	5.	171.	1101.	119.	15.	1405.
23 - 24	0.	0.	0.	-3.	-26.	-12.	987.	125.	96.	1167.
24 - 25	0.	0.	0.	6.	-14.	104.	276.	76.	39.	487.
25 - 26	0.	0.	0.	4.	5.	2.	185.	16.	14.	225.
26 - 27	0.	0.	0.	1.	-3.	-12.	45.	52.	16.	98.
27 - 28	0.	0.	0.	2.	-2.	-30.	93.	36.	12.	110.
28 - 29	0.	0.	-1.	1.	0.	-10.	141.	21.	21.	223.
29 - 30	0.	0.	0.	0.	-4.	-2.	-20.	6.	6.	-14.
30+	0.	0.	0.	0.	-7.	36.	-172.	-101.	-132.	-376.
Total	-660.	-7356.	5135.	-2513.	16322.	8166.	5937.	539.	182.	25753.

Previous-Year Prior LOS, Paygrade Cell Conversion Factor--Apportioned

--Deviation Between Estimated and Actual PEBO Matrix--Fiscal Year 1976

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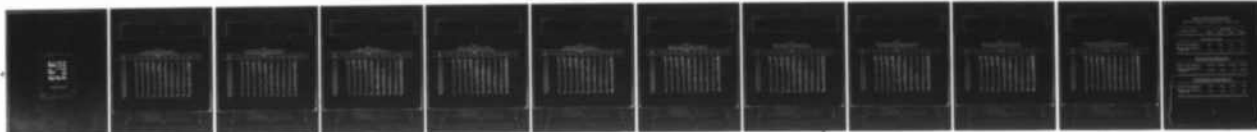
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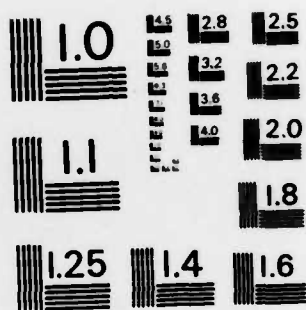
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Table D-14

Previous-Year Conversion Factor with Highest Correlation

---Deviation Between Estimated and Actual PEBD Matrix---Fiscal Year 1976

Years of Service	Paygrade									Total
	E1	E2	E3	E4	E5	E6	E7	E8	E9	
0 - 1	-518.	-1960.	-1518.	-1200.	-4.	-9.	-2.	-1.	0.	-5212.
1 - 2	362.	-5639.	-1848.	-2722.	-10.	-13.	-1.	0.	0.	-9860.
2 - 3	165.	843.	-4027.	748.	-606.	-11.	-0.	0.	-1.	-2888.
3 - 4	4.	1.	653.	-907.	2866.	22.	10.	0.	-1.	2639.
4 - 5	10.	-12.	230.	-1146.	-2162.	233.	-1.	0.	0.	-2848.
5 - 6	-2.	18.	-224.	488.	1309.	-246.	-0.	0.	0.	1342.
6 - 7	7.	-62.	-1102.	-619.	-880.	-303.	-1.	0.	0.	-2961.
7 - 8	-9.	48.	181.	281.	-185.	-83.	1.	10.	-1.	235.
8 - 9	19.	-5.	303.	491.	-623.	-152.	-7.	0.	0.	26.
9 - 10	5.	-6.	-4.	51.	-198.	-212.	-97.	3.	0.	-459.
10 - 11	-1.	-7.	-12.	-23.	-51.	-160.	126.	-1.	0.	-123.
11 - 12	0.	0.	21.	-10.	-28.	-76.	88.	14.	0.	19.
12 - 13	-1.	-1.	18.	-3.	-15.	-130.	119.	14.	1.	2.
13 - 14	0.	0.	-6.	0.	-37.	-109.	-78.	16.	-10.	-213.
14 - 15	0.	0.	4.	0.	13.	-40.	-85.	24.	-6.	-88.
15 - 16	-0.	-3.	-1.	-5.	-20.	-86.	-79.	-26.	9.	-211.
16 - 17	0.	0.	3.	5.	-10.	-117.	-124.	-0.	-21.	-264.
17 - 18	0.	0.	10.	-4.	-7.	-61.	-107.	-29.	14.	-193.
18 - 19	10.	0.	3.	-10.	-10.	-157.	-112.	-45.	-14.	-335.
19 - 20	-1.	0.	-3.	-7.	-103.	-864.	-528.	-126.	-35.	-1662.
20 - 21	0.	0.	-2.	-3.	75.	-826.	-462.	-121.	-15.	-1353.
21 - 22	0.	0.	10.	10.	15.	-163.	-126.	-77.	-20.	-369.
22 - 23	0.	0.	0.	13.	-14.	10.	-61.	-10.	-1.	-80.
23 - 24	0.	0.	0.	-2.	11.	30.	4.	14.	7.	64.
24 - 25	0.	0.	1.	0.	-14.	42.	23.	3.	-3.	52.
25 - 26	0.	0.	10.	5.	13.	17.	-10.	-10.	14.	30.
26 - 27	0.	0.	0.	1.	-4.	12.	4.	1.	5.	20.
27 - 28	0.	0.	0.	0.	0.	9.	-7.	-3.	-2.	-3.
28 - 29	0.	0.	-10.	1.	0.	-10.	10.	4.	-7.	-2.
29 - 30	0.	0.	0.	0.	7.	3.	-4.	-10.	-7.	-12.
30+	0.	0.	0.	0.	12.	36.	-172.	-101.	-127.	-352.
Total	40.	-6779.	-7329.	-4552.	-651.	-3412.	-1690.	-465.	-226.	-25061.

Previous-Year Conversion Factor with Highest Correlation--Apportioned  
--Deviation Between Estimated and Actual PEED Matrix--Fiscal Year 1976

[illegible]

Table D-16

Regression on Previous-Year Conversion Factor

--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Years of Service	Paygrade									Total
	E1	E2	E3	E4	E5	E6	E7	E8	E9	
0 - 1	-510.	-1505.	-1169.	-1073.	-10.	-9.	-2.	-1.	0.	-4279.
1 - 2	473.	809.	2486.	-3938.	-4.	-9.	0.	0.	0.	-232.
2 - 3	162.	1294.	6450.	3549.	284.	9.	1.	0.	-1.	11747.
3 - 4	-12.	-81.	911.	-1364.	1698.	1.	0.	0.	-1.	1153.
4 - 5	9.	-11.	993.	2997.	1736.	80.	1.	0.	0.	5805.
5 - 6	-7.	10.	-80.	436.	515.	22.	1.	0.	0.	897.
6 - 7	4.	306.	-1269.	-409.	136.	-11.	-2.	0.	0.	-1245.
7 - 8	-44.	-11.	-243.	-306.	21.	97.	-3.	0.	-1.	-487.
8 - 9	4.	-4.	8.	-318.	-255.	318.	13.	0.	0.	-234.
9 - 10	1.	-3.	-1.	-71.	-512.	-267.	-101.	0.	0.	-953.
10 - 11	-1.	-5.	19.	28.	-41.	-20.	40.	-1.	0.	18.
11 - 12	-1.	2.	4.	8.	-33.	-313.	-96.	5.	0.	-424.
12 - 13	0.	-1.	13.	-18.	-203.	-202.	-95.	4.	0.	-501.
13 - 14	-0.	0.	5.	-6.	-52.	102.	-1.	3.	-1.	50.
14 - 15	-1.	-1.	1.	-11.	-48.	-295.	-115.	-9.	2.	-476.
15 - 16	-1.	-2.	-5.	-15.	-41.	-408.	-128.	-15.	-7.	-624.
16 - 17	0.	0.	1.	16.	-49.	-366.	-413.	-9.	1.	-818.
17 - 18	1.	0.	-0.	3.	-123.	695.	630.	247.	39.	1492.
18 - 19	0.	0.	5.	4.	78.	766.	759.	230.	55.	1897.
19 - 20	-1.	0.	-2.	14.	87.	310.	209.	74.	41.	731.
20 - 21	0.	0.	-3.	6.	125.	317.	220.	70.	16.	752.
21 - 22	0.	0.	-1.	-2.	76.	48.	-134.	-194.	-35.	-242.
22 - 23	0.	0.	2.	5.	-37.	58.	-40.	-69.	-32.	-113.
23 - 24	0.	0.	2.	-3.	8.	-120.	-162.	-81.	-47.	-403.
24 - 25	0.	0.	1.	0.	-7.	-117.	19.	16.	19.	-69.
25 - 26	0.	0.	0.	3.	-4.	-23.	-40.	-34.	-18.	-116.
26 - 27	0.	0.	0.	-1.	-3.	15.	13.	25.	32.	81.
27 - 28	0.	0.	0.	1.	4.	-23.	11.	25.	27.	49.
28 - 29	0.	0.	-1.	0.	1.	-4.	23.	15.	30.	67.
29 - 30	0.	0.	0.	0.	6.	12.	36.	10.	39.	105.
30+	0.	0.	0.	1.	-11.	-33.	-116.	-38.	-54.	-251.
Total	7.	797.	8129.	-464.	3344.	630.	530.	280.	104.	13357.

#### Regression on Previous-Year Conversion Factor—Apportioned

[illegible]

Table D-18

Regression on Previous-Year, Prior LOS Conversion Factor

—Deviation Between Estimated and Actual PEBD Matrix—Fiscal Year 1976

Years of Service	Paygrade									Total
	E1	E2	E3	E4	E5	E6	E7	E8	E9	
0 - 1	-516.	-1505.	-1169.	-1073.	-10.	-9.	-2.	-1.	0.	-4279.
1 - 2	489.	1460.	-203.	-3423.	2.	-12.	-0.	0.	0.	-1689.
2 - 3	135.	2087.	5333.	5685.	334.	-10.	1.	0.	-1.	13563.
3 - 4	-18.	-163.	319.	-564.	1880.	3.	-3.	0.	-1.	1452.
4 - 5	0.	-36.	638.	3105.	129.	84.	-3.	0.	0.	4120.
5 - 6	-0.	9.	-313.	746.	83.	59.	1.	0.	0.	579.
6 - 7	-2.	41.	-1390.	-449.	-193.	-82.	0.	0.	0.	-2075.
7 - 8	-1.	89.	-193.	-437.	63.	-12.	-1.	0.	-1.	-494.
8 - 9	13.	-2.	121.	-10.	-502.	-119.	41.	0.	0.	-458.
9 - 10	4.	-6.	-3.	-11.	-198.	-168.	-10.	0.	0.	-386.
10 - 11	-1.	2.	6.	4.	-3.	-120.	37.	-1.	0.	-76.
11 - 12	-1.	0.	7.	-1.	-36.	-22.	-49.	6.	0.	-95.
12 - 13	-1.	-0.	8.	-15.	-38.	-62.	-6.	3.	0.	-111.
13 - 14	-3.	0.	-8.	-7.	-33.	-78.	-42.	0.	-1.	-169.
14 - 15	-1.	-1.	3.	-5.	30.	1.	-27.	-1.	1.	1.
15 - 16	-0.	-3.	-6.	-8.	-29.	-24.	-12.	-5.	3.	-83.
16 - 17	0.	0.	0.	7.	-12.	-67.	-9.	19.	-5.	-67.
17 - 18	0.	0.	0.	-2.	-22.	-43.	-102.	-5.	-3.	-176.
18 - 19	1.	0.	2.	0.	-4.	-117.	60.	-16.	8.	-67.
19 - 20	-1.	0.	-3.	4.	-90.	-172.	-83.	-30.	10.	-365.
20 - 21	0.	0.	-1.	6.	-37.	177.	208.	8.	-10.	351.
21 - 22	0.	0.	1.	3.	78.	99.	7.	-35.	-13.	142.
22 - 23	0.	0.	1.	21.	-14.	61.	-41.	18.	-14.	32.
23 - 24	0.	0.	1.	-2.	-9.	-1.	4.	-12.	11.	-8.
24 - 25	0.	0.	1.	0.	2.	49.	16.	2.	5.	75.
25 - 26	0.	0.	1.	4.	12.	4.	-12.	-11.	-4.	-6.
26 - 27	0.	0.	0.	1.	-5.	11.	9.	0.	2.	19.
27 - 28	0.	0.	0.	0.	-1.	10.	-6.	2.	-5.	-1.
28 - 29	0.	0.	-1.	0.	-1.	9.	6.	2.	-4.	12.
29 - 30	0.	0.	0.	0.	1.	1.	-4.	-12.	-1.	-15.
30+	0.	0.	0.	1.	1.	-14.	-89.	-28.	-37.	-165.
Total	99.	1966.	3350.	3580.	1309.	-562.	-106.	-95.	-59.	9562.

Regression on Previous-Year, Prior LOS Conversion Factor--Apportioned

[illegible]

Table D-20

Regression on Previous-Year, Prior LOS, Paygrade Conversion Factor

--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Years of Service	Paygrade									Total
	E1	E2	E3	E4	E5	E6	E7	E8	E9	
0 - 1	-510.	-1505.	-1169.	-1073.	-10.	-9.	-2.	-1.	0.	-4279.
1 - 2	489.	26.	1633.	-2892.	-9.	5.	1.	0.	0.	-747.
2 - 3	135.	1824.	8420.	4033.	413.	20.	0.	0.	-1.	14844.
3 - 4	-18.	-42.	721.	204.	825.	-1.	-1.	0.	-1.	1687.
4 - 5	0.	-17.	680.	4432.	638.	36.	1.	1.	0.	5821.
5 - 6	-6.	-3.	-22.	233.	308.	24.	1.	0.	0.	534.
6 - 7	-2.	-28.	-1322.	-356.	162.	-184.	-1.	0.	0.	-1732.
7 - 8	-1.	-4.	1495.	-476.	-64.	-40.	-3.	0.	-1.	905.
8 - 9	13.	-1.	101.	-242.	-185.	295.	15.	-0.	0.	-5.
9 - 10	4.	-12.	-5.	-65.	-504.	67.	3.	0.	0.	-518.
10 - 11	-1.	0.	14.	21.	-412.	-70.	39.	0.	0.	-409.
11 - 12	-1.	0.	-8.	0.	-199.	-171.	-14.	7.	0.	-385.
12 - 13	-1.	-1.	-7.	-18.	-251.	200.	-52.	4.	0.	-126.
13 - 14	-0.	0.	3.	-13.	-64.	269.	-62.	1.	-1.	133.
14 - 15	-1.	-1.	1.	5.	-20.	220.	-14.	-3.	2.	190.
15 - 16	-0.	-2.	-6.	0.	-61.	199.	-44.	-6.	-1.	78.
16 - 17	0.	0.	1.	19.	-93.	531.	-109.	14.	1.	374.
17 - 18	0.	0.	7.	9.	21.	528.	79.	-56.	-7.	583.
18 - 19	1.	0.	-2.	0.	88.	-279.	224.	-80.	4.	-42.
19 - 20	-1.	0.	-7.	10.	49.	-783.	-125.	-79.	10.	-925.
20 - 21	0.	0.	-0.	1.	1.	25.	199.	-9.	-32.	184.
21 - 22	0.	0.	-1.	22.	-25.	346.	13.	-130.	-13.	213.
22 - 23	0.	0.	0.	1.	-30.	253.	54.	11.	-31.	258.
23 - 24	0.	0.	0.	-2.	-10.	-79.	38.	-10.	-5.	-68.
24 - 25	0.	0.	0.	6.	-14.	176.	39.	15.	16.	237.
25 - 26	0.	0.	0.	4.	2.	-13.	51.	-1.	2.	44.
26 - 27	0.	0.	0.	2.	-2.	12.	10.	29.	3.	53.
27 - 28	0.	0.	0.	2.	-2.	3.	47.	13.	-16.	48.
28 - 29	0.	0.	-1.	1.	1.	-8.	101.	-0.	10.	104.
29 - 30	0.	0.	0.	0.	4.	4.	5.	-21.	10.	2.
30+	0.	0.	0.	0.	-2.	9.	-86.	7.	-50.	-122.
Total	99.	233.	19524.	3868.	615.	1982.	408.	-294.	-103.	16933.

Regression on Previous-Year, Prior LOS, Paygrade Conversion Factor--Apportioned  
—Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

[illegible]



Tabla D-22

Regression on Previous-Year Conversion Factor with Highest Correlation

--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

Years of Service	Paygrade									Total
	E1	E2	E3	E4	E5	E6	E7	E8	E9	
0 - 1	-510.	-1505.	-1169.	-1073.	-10.	-9.	-2.	-1.	0.	-4279.
1 - 2	403.	26.	1633.	-2890.	2.	-12.	-0.	0.	0.	-839.
2 - 3	162.	1294.	5333.	4033.	334.	-10.	1.	0.	-1.	11146.
3 - 4	-18.	-42.	319.	-1364.	825.	-1.	-1.	0.	-1.	-282.
4 - 5	9.	-11.	838.	3105.	129.	36.	-0.	0.	0.	4107.
5 - 6	-6.	9.	-313.	436.	83.	59.	1.	0.	0.	249.
6 - 7	4.	-28.	-1269.	-356.	-193.	-82.	0.	0.	0.	-1924.
7 - 8	-1.	89.	-193.	-476.	63.	-12.	-1.	0.	-1.	-533.
8 - 9	13.	-4.	121.	-10.	-502.	-119.	41.	0.	0.	-400.
9 - 10	4.	-6.	-8.	-11.	-188.	-168.	-10.	0.	0.	-306.
10 - 11	-1.	0.	6.	4.	-3.	-129.	39.	-1.	0.	-75.
11 - 12	-1.	0.	4.	-1.	-36.	-22.	-14.	7.	0.	-63.
12 - 13	-1.	-1.	8.	-15.	-38.	-62.	-52.	4.	0.	-157.
13 - 14	-0.	0.	-8.	-7.	-33.	-78.	-42.	1.	-1.	-168.
14 - 15	-1.	-1.	3.	-5.	30.	1.	-27.	-3.	1.	-1.
15 - 16	-0.	-3.	-6.	-8.	-29.	-24.	-12.	-5.	-1.	-88.
16 - 17	0.	0.	0.	7.	-12.	-67.	-9.	19.	-5.	-67.
17 - 18	0.	0.	0.	-2.	-22.	-43.	-102.	-5.	-7.	-179.
18 - 19	1.	0.	2.	0.	-4.	-117.	60.	-16.	8.	-66.
19 - 20	-1.	0.	-3.	4.	-90.	-172.	-83.	-30.	10.	-365.
20 - 21	0.	0.	-0.	6.	125.	177.	208.	8.	-32.	492.
21 - 22	0.	0.	1.	3.	78.	99.	7.	-35.	-13.	142.
22 - 23	0.	0.	1.	21.	-14.	61.	-41.	18.	-14.	32.
23 - 24	0.	0.	1.	-2.	8.	-1.	4.	-12.	11.	6.
24 - 25	0.	0.	1.	0.	-14.	49.	16.	2.	5.	59.
25 - 26	0.	0.	1.	4.	12.	4.	-12.	-11.	2.	0.
26 - 27	0.	0.	0.	1.	-5.	11.	9.	0.	2.	18.
27 - 28	0.	0.	0.	0.	-1.	10.	-6.	2.	-5.	-1.
28 - 29	0.	0.	-1.	1.	-1.	-8.	6.	2.	-4.	-4.
29 - 30	0.	0.	0.	0.	8.	1.	-4.	-12.	-1.	-7.
30+	0.	0.	0.	0.	1.	9.	-86.	7.	-37.	-106.
Total	55.	-184.	5304.	1406.	535.	-609.	-114.	-60.	-84.	6220.

Regression on Previous-Year Conversion Factor with Hightest Correlation--Apportioned  
--Deviation Between Estimated and Actual PEBD Matrix--Fiscal Year 1976

[illegible]

# RESULTS OF MULTIPLE LINEAR REGRESSION MODEL

$$F_{ijk} = \alpha_{ijk} + \beta_{1ijk}F_{i-1,j,k} + \beta_{2ijk}F_{i-1,j-1,k} + \beta_{3ijk}F_{i-1,j-1,k-1}$$

Conversion Method	Fiscal Year			
	1973	1974	1975	1976
Mean Absolute Deviation				
Multiple Linear Regression	168.9	161.2	325.1	137.0
Multiple Linear Regression- Apportioned	144.9	147.8	276.5	131.6
Difference Between Estimated and Actual Standardized Total ALNAV Monthly Pay				
Multiple Linear Regression	\$4,679,632	2,979,974	15,110,846	1,920,508
Multiple Linear Regression- Apportioned	\$ -327,754	133,266	76,400	296,194
Percentage Difference Between Estimated and Actual Standardized Total ALNAV Monthly Pay				
Multiple Linear Regression	1.77%	1.18%	6.18%	.80%
Multiple Linear Regression- Apportioned	-.12%	.05%	.03%	.12%

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